

The RICS and Macdonald & Company
Salary Survey
2007

Transparent statistics for property professionals



The RICS and Macdonald & Company Salary Survey 2007



The Property Recruitment Professionals



The 2006 RICS and Macdonald & Company Salary & Benefits Survey

Research Findings

Foreword

This document contains findings of The 2007 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 eighth 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, 4,841 UK and non-UK surveying professionals participated during December 2006 and January 2007, making this the largest and most comprehensive survey of its type. Thanks this year must go to Property Week, RICS, Propex and Freemans, who actively promoted involvement in the survey amongst their readership / members.

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.

Macdonald & Company also undertakes an annual salary and benefits survey for Asia and the Middle East.

Macdonald and Company is the leading professional recruitment consultancy in the property industry and 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 or advises on property.

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1 Summary of findings

OVERVIEW

Current Salaries

The average salary of professionals working in the property sector is **£45,856 excluding bonuses and other benefits**. This is up 2.3% on last year's Survey when average earnings were £44,839. Although the trend continues upwards, the level of increase has not been maintained: last year's average salary showed a 10.9% increase on the previous year (when average earnings were £40,425).

However, to some extent, this apparent depression of the growth rate may be attributed to a slightly younger average age of this year's participants (38, compared to 40 last year) and a slightly lower proportion employed outside the UK (9%, compared to last year's 10%).

The demographic profile of these respondents is in fact closer to that of the 2005 Survey and, taken as an average over the two years, a 6% growth year-on-year is indicated.

This correlates with the salary increases reported by respondents during the last two years. Overall this year, **77% of respondents reported a salary increase** (1% a salary reduction), and the **average increase in participants' salaries was 6.6%**. Last year 74% reported a salary increase and the average change in salary was 5.4%.

9% of survey participants are surveying professionals who work mainly outside the UK (10% last year). **Their average salary is £60,362** (up 5% on last year's average £57,485). Those outside the UK are apparently earning 36% more than those within the UK. However, they tend to be more senior than those within the UK (78% senior positions compared to 71% in the UK), so this is likely to have an impact on reported salary differences.

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

Respondents with greater responsibilities earn the highest salaries, and this year, for the first time, Principals / Owners are shown to earn more than Partners / Executives. The increase in Principals' average salaries since 2006 is 25% (from £69,256 to £86,857). This may be partially explained by the spread of activities and sectors in which Principals tend to work, as they continue to work in much smaller organisations than Partners / Executives (average 76 employees compared to 394).

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

| | All £K pa | Assistant/ Probat'r £K pa | Staff £K pa | Senior Surveyor £K pa | Associate/ Manager £K pa | Partner/ Executive £K pa | Principal/ Owner £K pa |
|-------------------|--------------|---------------------------------|----------------|-----------------------------|--------------------------------|--------------------------------|------------------------------|
| Base: | 4753 | 403 | 946 | 1037 | 1403 | 724 | 239 |
| London/South East | 50.5 | 23.8 | 31.6 | 42.8 | 51.7 | 77.3 | 96.1 |
| South West/Wales | 37.7 | 18.5 | 27.0 | 35.2 | 41.4 | 55.4 | 59.0* |
| Midlands/E Anglia | 41.1 | 19.5 | 26.9 | 37.0 | 43.8 | 66.4 | 74.5 |
| N West/N East | 39.7 | 18.2 | 26.7 | 36.7 | 42.4 | 63.1 | 67.0 |
| Scotland | 39.0 | 18.6 | 27.8 | 35.8 | 43.0 | 63.1 | 64.9* |
| Average UK | 44.5 | 20.8 | 28.8 | 39.1 | 47.0 | 70.1 | 81.3 |
| Average Non UK | 60.4 | 17.9 | 30.8 | 55.0 | 58.4 | 85.4 | 132.1 |

Base: All participants giving an answer (4753) (* Small sub group bases <20: read with caution)

As in previous years, those working in Surveying Practice / Consultancy (49%), Commerce and Industry (15%), and Central / Local Government (14%) account for the bulk of those who participated in the survey. However, compared to last year, this year's Survey more heavily represents Surveying Practice / Consultancy (up from 39% last year), with a reduced proportion in Commerce and Industry and Government. Investment / Development is also more heavily represented this year (12%).

Those who are employed in Investment / Development and Financial Services enjoy the highest salaries. However, the average salaries have increased most for those employed in Surveying Practice / Consultancy over the last year. Unsurprisingly, those respondents employed in Central / Local Government and Non-Profit Making Organisations typically earn the least. This year, however, Central / Local Government and Commercial / Industrial are the sectors which show a decrease in average reported salaries.

**Average Salary (excluding bonuses)
By Sector**

| | £K pa | % change on 2006 |
|--------------------------------|-------|---------------------|
| Investment/Development | 61.7 | 2% |
| Financial Services | 57.6 | 7% |
| Surveying Practice/Consultancy | 48.2 | 14% |
| Education | 44.6 | 7% |
| Commercial/Industrial | 42.6 | -8% |
| Non-Profit Making | 41.4 | 9% |
| Central/Local Government | 38.5 | -3% |
| Average All | 45.9 | 3% |

Base: All participants giving an answer (4753)

Those employed in Property Finance, Fund Management, Corporate Property Consultancy, Investment Brokerage and Commercial Development enjoy the highest average earnings. Earnings in Property Finance have now overtaken Fund Management, but both have average total packages (salary plus bonus) exceeding £100,000. Least well paid are those employed in Academia, Rural Practice, Building Surveying and Building Control.

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 | 45.9 | 9.4 | 55.3 | 6.6 | 4778 |
| Property Finance | 67.6 | 42.9 | 110.5 | 11.1 | 62 |
| Fund Management | 69.2 | 32.4 | 101.6 | 11.4 | 107 |
| Corporate Property Consultancy | 75.6 | 16.5 | 92.1 | 5.6 | 83 |
| Investment Brokerage | 47.5 | 43.4 | 90.9 | 8.8 | 160 |
| Commercial Development | 66.1 | 22.5 | 88.6 | 6.4 | 137 |
| Residential Development | 53.4 | 16.3 | 69.7 | 9.3 | 92 |
| Retail Agent | 50.8 | 16.9 | 67.7 | 6.9 | 43 |
| Claims & Dispute Resolution | 61.8 | 4.8 | 66.6 | 6.7 | 35 |
| Landlord & Tenant | 55.2 | 10.9 | 66.1 | 8.4 | 98 |
| Property Asset Management | 53.0 | 12.0 | 65.0 | 6.9 | 355 |
| Office Agent | 44.8 | 18.9 | 63.7 | 7.0 | 69 |
| Construction Contract Manager | 57.1 | 4.5 | 61.6 | 8.3 | 50 |
| Research | 44.6 | 11.8 | 56.4 | 7.9 | 33 |
| Project Management | 50.2 | 5.5 | 55.7 | 5.4 | 257 |
| Regeneration | 49.7 | 4.8 | 54.5 | 3.8 | 64 |
| Estates Surveyor (In House) | 47.6 | 6.9 | 54.5 | 4.8 | 275 |
| Facilities Mgmt Service Provider | 48.6 | 4.5 | 53.1 | 3.2 | 104 |
| Environmental | 44.3 | 8.7 | 53.0 | 3.8 | 28 |
| Facilities Management In-house | 47.2 | 5.2 | 52.4 | 4.0 | 107 |
| Valuation | 42.3 | 9.8 | 52.1 | 7.6 | 349 |
| Industrial Agent | 36.1 | 15.5 | 51.6 | 10.2 | 38 |
| Rating | 40.5 | 9.2 | 49.7 | 6.0 | 53 |
| General Practice | 41.1 | 8.3 | 49.4 | 7.2 | 252 |
| Residential Agent | 37.7 | 10.4 | 48.1 | 5.6 | 32 |
| Geomatics | 43.8 | 1.6 | 45.4 | 4.4 | 28 |
| Architecture | 43.3 | 1.9 | 45.2 | 10.5 | 50 |
| SHE | 42.0 | 3.2 | 45.2 | 3.1 | 61 |
| Planner | 40.4 | 3.6 | 44.0 | 4.3 | 138 |
| Quantity Surveyor | 39.5 | 3.6 | 43.1 | 6.8 | 802 |
| Academic | 38.5 | 1.0 | 39.5 | 3.2 | 36 |
| Rural Practice | 36.4 | 3.0 | 39.4 | 6.5 | 169 |
| Building Surveying | 36.0 | 3.1 | 39.1 | 6.3 | 461 |
| Building Control | 33.2 | 0.5 | 33.7 | 3.7 | 82 |

Base: All employed (4778)

Table excludes those categories with the smallest sub-groups (less than 20 respondents), i.e. Facilities Management Consultant (13); Minerals (12).

Women represent 18% of survey participants (down 1% from last year) and the most commonly mentioned activities in which they are employed are: Quantity Surveyor (12%), Property Asset Management (10%), Valuation (10%), Estates Surveyor (In House) (7%) and General Practice (6%).

The most frequently mentioned prime professional activities in which men are employed are: Quantity Surveyor (18%), Building Surveying (11%), Property Asset Management (7%), Valuation (7%), Project Management (6%) and Estates Surveyor (In House) (6%).

On average, women's salaries remain significantly less than their male counterparts; however the gap between the two continues to narrow, from 29% in 2005, to 25% in 2006, to 23% in 2007. The average respondent female salary is £36,786 compared to £47,869 for males.

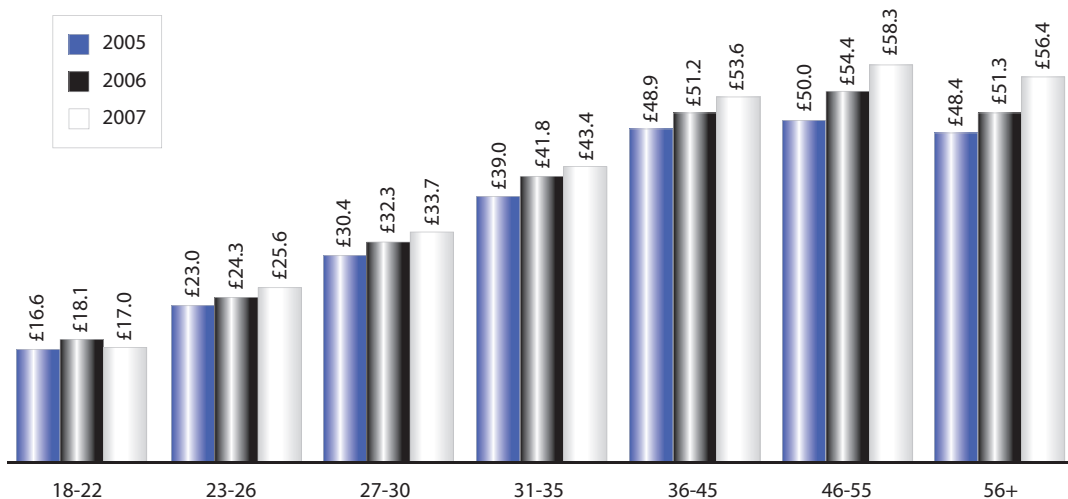
The difference between male and female salaries may be partially due to differences in age (average 34 for women and 39 for men) and levels of experience within the sector (average 8.2 years among women, 11.9 years among men). Women are also much less well represented within the better salaried higher levels of responsibility (42% of women are Assistant / Probationer or Staff level compared to only 26% of male respondents).

Nevertheless, women do report slightly better salary reviews in 2007. 77% report increases (compared to 76% of men) and the average is 6.7% (compared to 6.6% for males).

As may be expected, **there is a close relationship between salary and age.** Generally the older the respondent, the higher the salary; however, respondents aged 46-55 earn the highest average salaries (£58,310), the oldest respondents earn slightly less at £56,424. The youngest participants in the survey, those aged 18-22 years, earn the least: £17,011 (versus an average £18,109 reported a year ago).

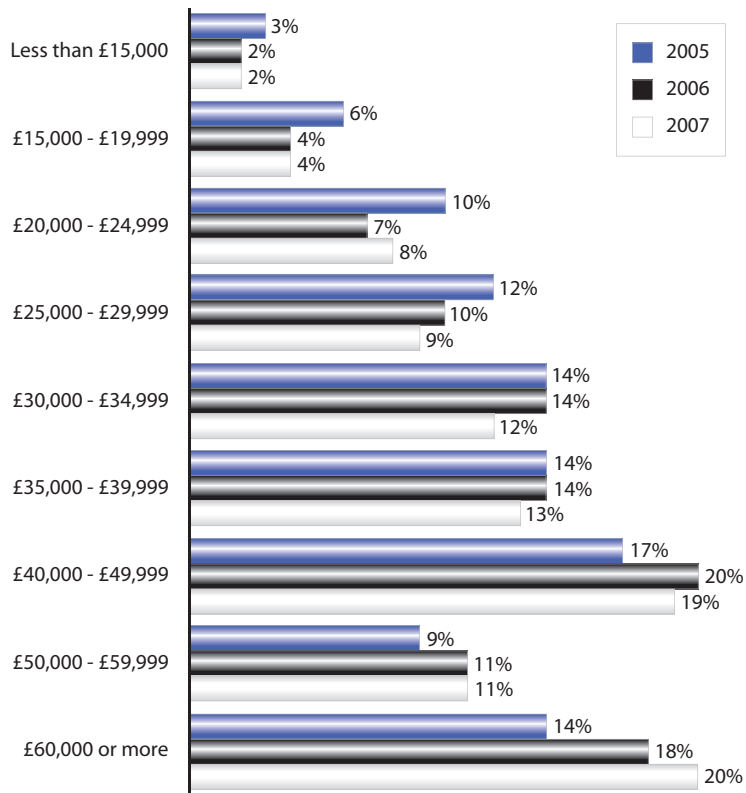
However, **those at a relatively early stage in their career typically show the highest levels of salary increases:** 8.9% for those aged 18-22, 9.3% for those aged 23-26, 8.4% for 27-30 and 8.1% among the 31-35 age group. Thereafter, increases decline (36-45: 5.6%, 46-55: 4.6%, 56+: 3.5%).

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



Base: All giving an answer (2005: 3371, 2006: 5222, 2007: 4753)

Spread of Current Salaries (Excluding bonuses)



Base: All giving an answer (2005: 3371, 2006: 5222, 2007: 4753)

The majority of Survey participants (73%) are fairly (59%) or very satisfied (14%) with their current salary; 27% say that they are not satisfied. Unsurprisingly, satisfaction with salary increases as salary levels (together with age and seniority) increase:

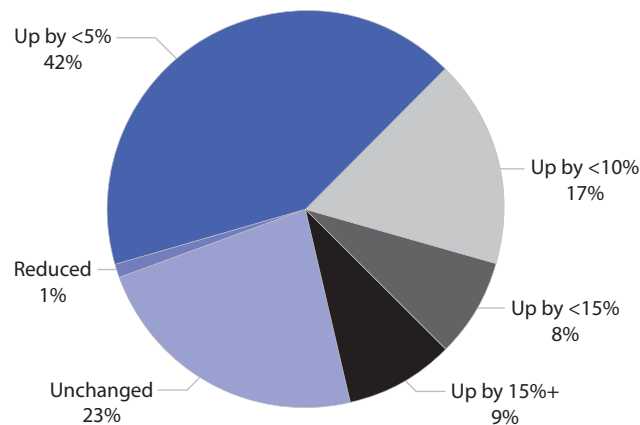
| Salary bracket | <£20k | £20k-£29999 | £30k-£39999 | £40k-£59999 | £60k+ |
|-------------------------|-------|-------------|-------------|-------------|-------|
| % very/fairly satisfied | 44 | 59 | 70 | 81 | 88 |

Salary Increases

Just over three quarters of participants (77%) had an increase in salary at their most recent pay review. This is up 3% from last year. On average, participants saw their salary increase by 6.6%, an increase from last year's 5.4%.

Those enjoying the greatest increases (10%+) tended to be in the highest earning professional activities, with the exception of Architecture and Industrial Agent, which also reported high increases: Fund Management (11.4%), Property Finance (11.1%), Architecture (10.5%), Industrial Agent (10.2%). Those receiving the smallest increases were in Regeneration (3.8%), Environmental (3.8%), Building Control (3.7%), Academic (3.2%), Facilities Management Service Provider (3.2%) and SHE (3.1%).

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



Base: All employed (4778)

Bonuses

Whilst many survey participants did not receive any bonus during the last 12 months (40% compared to 43% last year), survey participants overall received an average of **£9,411**. This represents a 40% increase since 2006 (when average bonuses were £6,721) and is 21% of the average salary.

20% report bonuses of £10,000 or more, compared to only 17% last year, and 6% report bonuses of £40,000 or more.

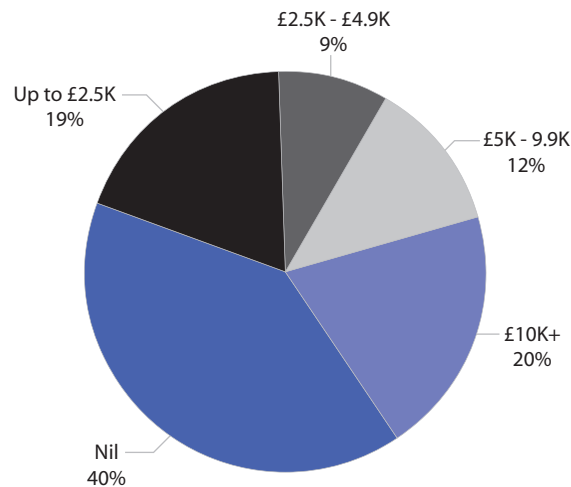
The highest average bonuses (over £15,000) were paid to respondents in the following areas: Investment Brokerage (£43,359), Property Finance (£42,851), Fund Management (£32,371), Commercial Development (£22,543), Office Agent (£18,851), Retail Agent (£16,933), Corporate Property Consultancy (£16,513), Residential Development (£16,329) and Industrial Agent (£15,493). The lowest bonuses were paid to Building Control and Academic (under £1,000).

Apart from the increase in the number who received bonuses last year, another reason for the apparent increase in average bonuses this year is that the four activities with the highest bonus levels, highlighted above, account for 10% of the sample this year, whereas last year, the four highest bonused activities accounted for only 4%.

As with salaries, bonuses were again greater among those respondents employed overseas, although the apparent increase in bonuses has come entirely from the UK: non-UK bonuses average £11,366 (4% down on 2006), compared to £9,226 (up by 49%) among those who mainly work in the UK.

Those working mainly in Greater London enjoy higher bonuses than those in other UK regions (£14,976: 62% above the UK average), but those working in Europe enjoy the highest bonuses of all (average £21,358).

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



Base: All responding (4657)

Of those receiving a bonus, **61% said that this is awarded on a discretionary basis**, 39% according to strict measurable objectives (no change from 2006). As experience increases, the likelihood of the bonus depending on strict measurable objectives increases:

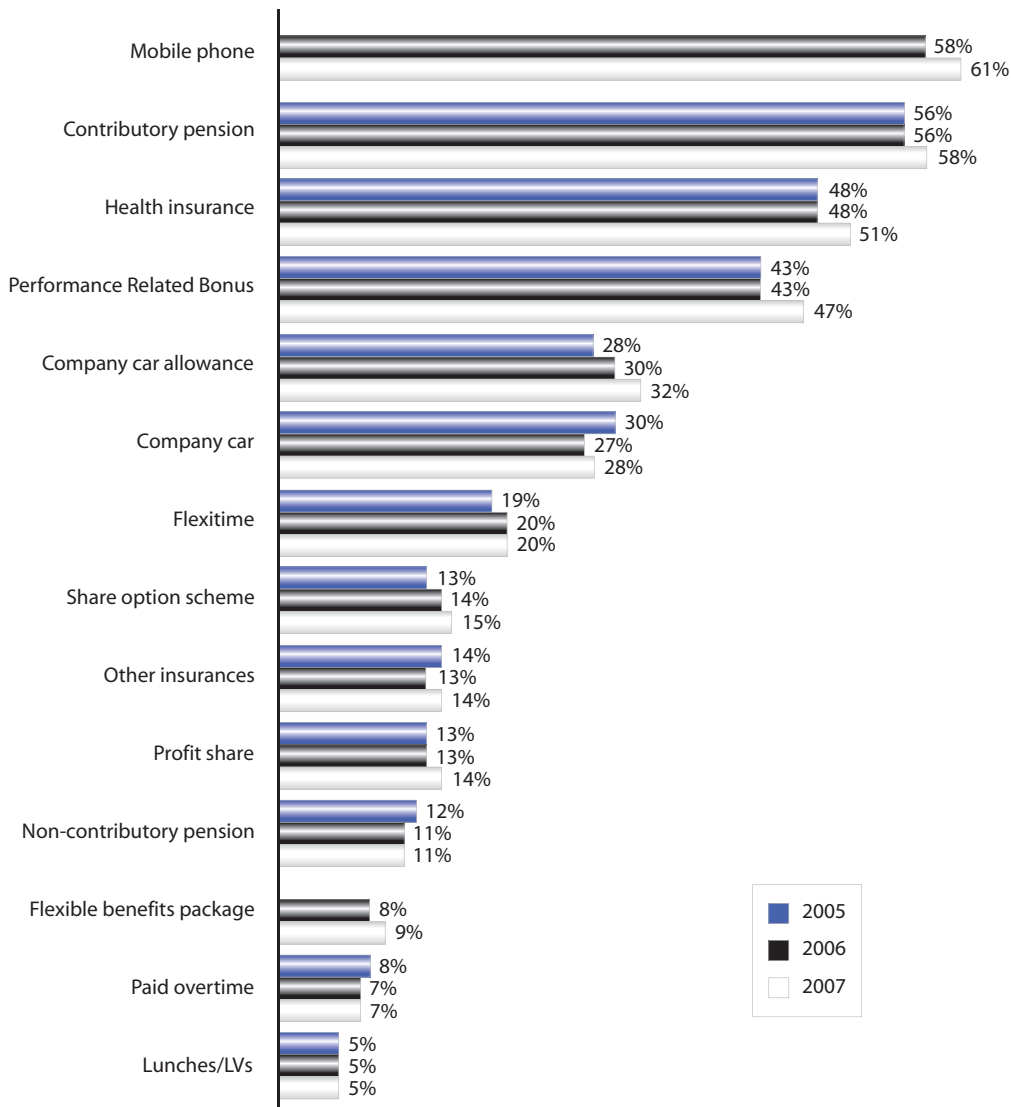
| Years experience | 0-2 | 3-6 | 7-10 | 11-20 | 20+ |
|--|-----|-----|------|-------|-----|
| % bonus based on measurable objectives | 25% | 34% | 36% | 47% | 48% |

Benefits Packages

The majority receive some form of additional benefit as part of their package (95%, compared to 91% last year). The most frequently mentioned benefits (enjoyed by 50%+) are: a Mobile phone (61%, up 3% from 2006), Contributory pension (58%, up 2%) and Health insurance (51%, up 3%). The incidence of Performance related bonuses has also increased (up 4% to 47%), which may also contribute to the increased bonus figures earlier.

Benefits most commonly mentioned as new (in the last year) are Mobile phone (12%), Health insurance (9%), Performance related bonus (9%), Contributory pension (9%), Company car allowance (7%) and a Company car (5%).

Benefits included in employment package



Base: All participants (2005: 3399, 2006: 5256, 2007: 4778)

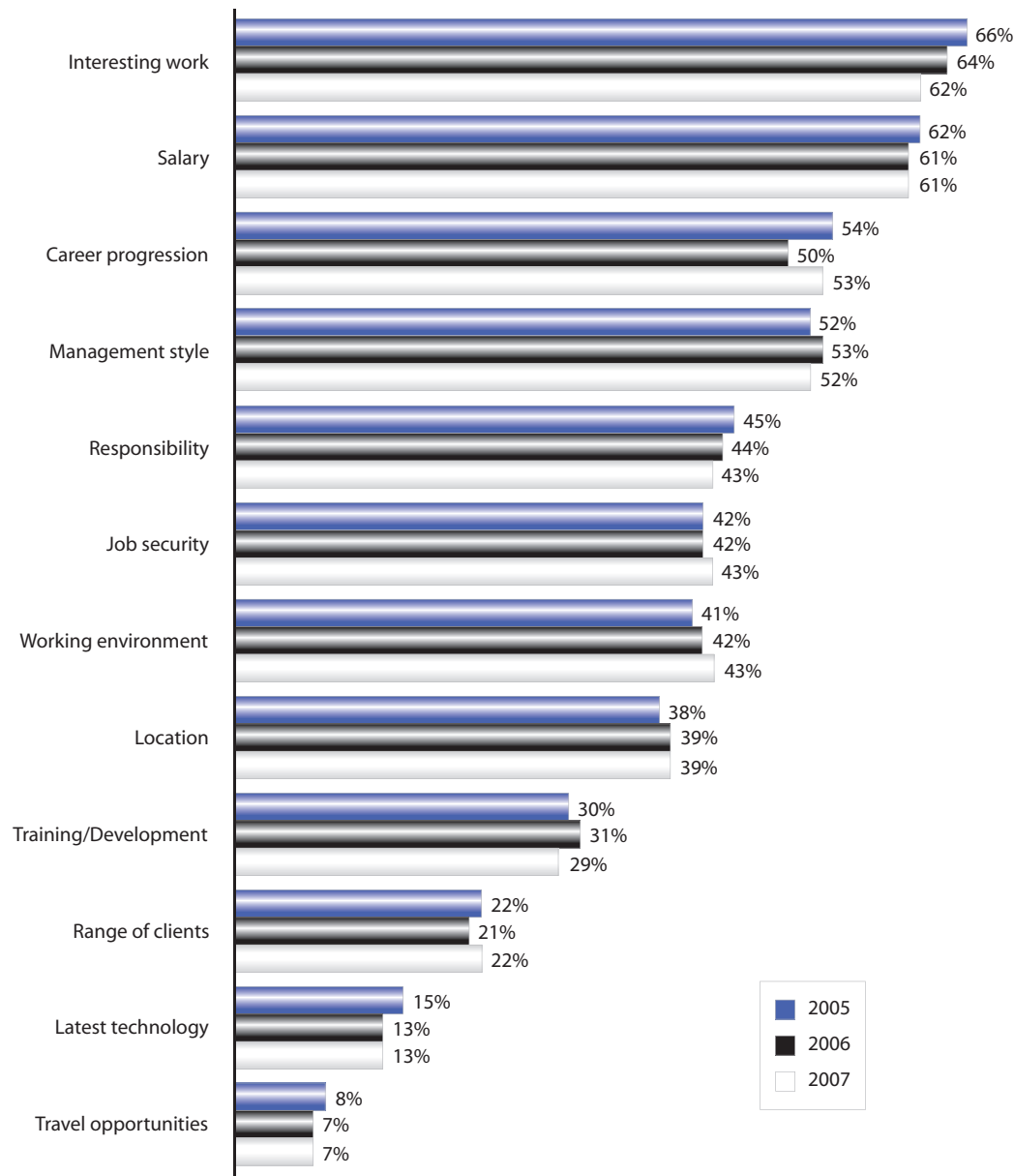
However, whilst they may receive a range of other benefits, **more than one in five (23%, a 1% increase since 2006) say that they do not utilise their full holiday entitlement.** This increases to one in three or more amongst those involved in Residential Development (39%), Retail Agent (35%) and Facilities Management In-house (34%). It is particularly associated with those with the most experience (27% of those with 20+ years) and higher levels of responsibility (34% of Principals / Owners and Partners / Executives). It is also endemic outside the UK, where 38% do not utilise their full holiday entitlement (16% higher than in 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 (62% very important, down 2%) and salary (61% very important, no change). The majority also place particular importance on career progression (53%, up 3%) and management style (52%, down 1%). Management style in particular has become more important in recent years – in 2000, only 40% considered it 'very important'.

The issues which are most important to men and women differ. Whilst men place salary and a range of interesting work at the top of their priorities, women place greater emphasis on having a range of interesting work, with management style their second priority; salary comes third for them. They also place more emphasis on working environment (fourth place for women, sixth for men).

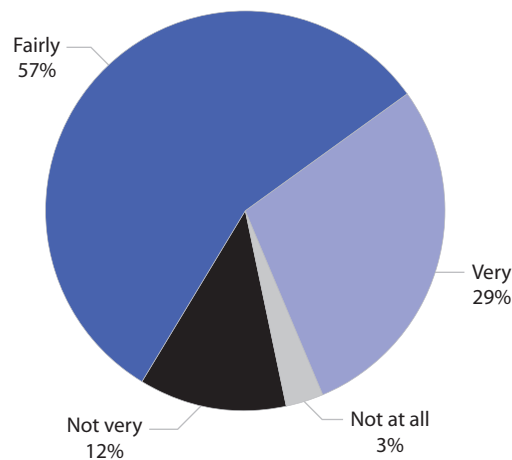
% Saying Very Important To Their Job



Base: All participants (2005: 3470, 2006: 5329, 2007: 4841)

The majority of Survey participants (86%) are fairly or very satisfied with their current employment; 14% say that they are not satisfied (down 1% from last year).

Satisfaction with current job



Base: All respondents: 4841

Those most satisfied with their current job are in Facilities Management Consultant (46% very satisfied), Claims and Dispute Resolution (43% very satisfied) and Investment Brokerage (43%).

Also most satisfied are those with least experience (35% of those with less than two years experience are very satisfied, but this drops to 24% at 3-6 years).

Those with the highest salaries also express high levels of satisfaction (42% of those with £60,000+ salaries are very satisfied) as do those at higher organisational levels (61% of Principals / Owners and 38% of Partners / Executives are very satisfied compared to 24% of staff).

Respondents tend to work fairly long hours, the average working week being 45 hours. Almost 2% work more than 60 hours a week.

The longest hours are worked by those in Fund Management (51 hours a week), Residential development (49), Facilities Management Service Provider (49), Property Finance (48) and Construction Contract Manager (48). The shortest hours are worked by those in Rating (41 hours) and Building Control (40).

Males tend to work longer hours than females (perhaps related to their more senior positions): 45 hours compared to 42. Those outside the UK tend to work longer hours (average 48 hours compared to 44 in the UK).

Perhaps unsurprisingly, those earning the highest salaries work the longest hours: those earning £60,000+ work an average 49 hours compared to an average 40 hours for those earning less than £20,000. Related to this is the fact that those in more senior positions work longer hours (Principals / Owners 48 hours, Partners / Executives 49).

Interestingly, among those who have the longest working weeks (Fund Management, Residential Development, Facilities Management Service Provider, Property Finance, Construction Contract Manager), there is a mixture of very high and very low job satisfaction. Residential Development contains some of the most satisfied respondents (37% very satisfied), but Facilities Management Service Providers are among the least satisfied: there is not necessarily as clear a correlation between remuneration, working hours and satisfaction as one might expect.

Reasons for Changing Job

The impetus most likely to drive respondents to change job is the offer of a better salary. This reflects the fact that salary is considered one of the two most important aspects of a job. 66% of respondents (1% increase since 2006) say that, if they were to leave their present employer, it would be for a better salary. 52% could see themselves leaving for better career prospects (1% increase since 2006). Whilst a better benefits package would appeal to 38% (2% increase). Although management style is in the top three most important aspects of their job, it comes fourth in terms of drivers for change, with 31% (down 2%) saying that they might move for a job which offers better management style.

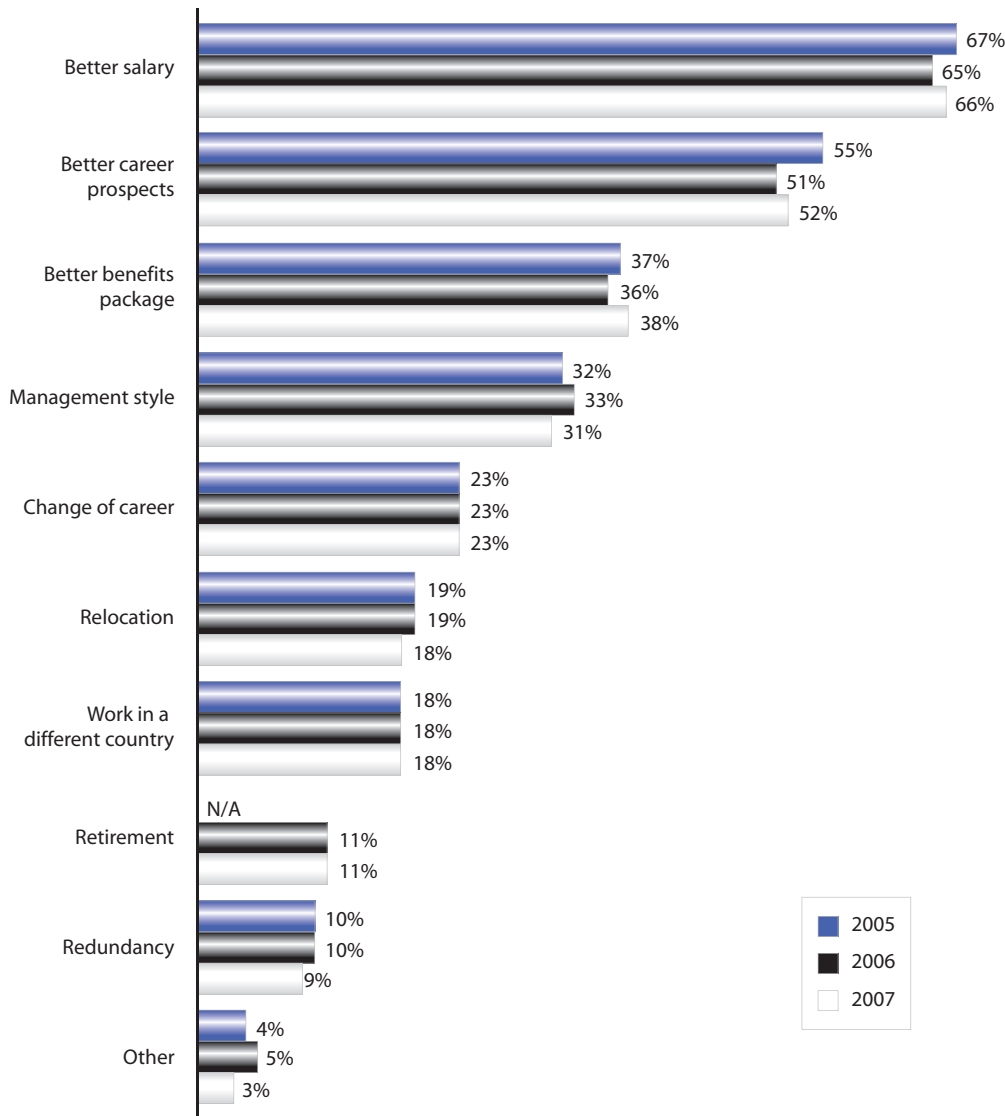
Other reasons for leaving an employer might include seeking a career change (23%), the opportunity to work in a different country (18%) or Relocation (18%). Others suggest that they would leave only due to Retirement (11%) or Redundancy (9%).

Despite their differing views on what is important in a job, men and women agree on the top five things that would make them change employer: salary, career prospects, benefits package, management style, and career change. Women however, are more likely to cite Relocation as a motivation (26% compared to 17% for men).

Across age ranges, the most important reasons for changing job remain consistent, except in the oldest category. Among the 56+ age group, not surprisingly, retirement is the most common reason for leaving an employer (60%), followed by better salary (38%). Unsurprisingly, career progression and career change drop in importance and are mentioned by only 14% each.

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 the third most important motivational factor (43% compared to only 15% of UK based property professionals).

Reasons For Leaving Present Employer



Base: All giving an answer (2005: 3399, 2006: 5256, 2007: 4778)

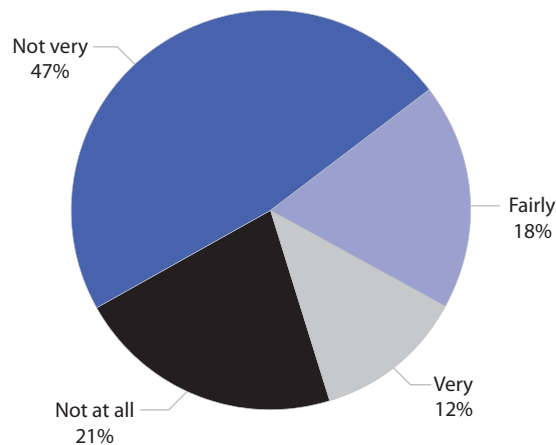
When asked ‘How likely are you to change employers within the next 12 months?’, 70% said they are not very or not at all likely (up 4% from last year). 12% said that they are very likely to change employers – down from 15% last year.

Unsurprisingly, given that salary has been offered as an important motivator, those most likely to change their employer in the next year are those with the lowest salaries (and likely to be at an earlier stage in their careers): 42% of those earning less than £20,000 and 36% of those earning up to £29,999 are planning to change their job this year (very or fairly likely) compared to 23% of those earning more than £60,000.

Female respondents also expressed a greater likelihood of change than their male counterparts (34% and 29% respectively are very or fairly likely to change).

As last year, those involved in Facilities Management, whether in-house or service providers, appear to be most likely to change employers (64% and 63% very or fairly likely), along with those in SHE (56%).

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



Base: All participants (4841)

Economic Activity over the next 12 months

Just over half of the property professionals who responded to the survey (51%, up 1%) anticipate that the economic activity in their chosen professional activity will increase in the next twelve months. Only 7% anticipate a decrease (up 2%). This maintains the confidence demonstrated over the few years since the rather depressed period in 2002 and 2003.

Those professional activities where an increase is most commonly anticipated are: Environmental (83%, up 16% on 2006), Architecture (67%) and Construction Contract Manager (67%). Most pessimistic are those in Valuation, Investment Brokerage and Rating (only 33%, 32% and 26% respectively anticipate an increase in activity).

Younger respondents are more optimistic than older: 63% of 18-22 year olds anticipate an increase in economic activity, compared to 49% of those aged over 56.

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 (68% and 49% respectively).

| | % anticipated increase in economic activity |
|--|--|
| All participants | 51% |
| Environmental | 83% |
| Architecture | 67% |
| Construction Contract Manager | 67% |
| Project Management | 64% |
| Facilities Management Service Provider | 63% |
| Claims & Dispute Resolution | 63% |
| Quantity Surveyor | 62% |
| Regeneration | 61% |
| Planner | 59% |
| Office Agent | 58% |
| Property Finance | 58% |
| SHE | 58% |
| Facilities Management In-house | 58% |
| Research | 58% |
| Residential Development | 57% |
| Geomatics | 52% |
| Corporate Property Consultancy | 52% |
| Building Surveying | 48% |
| Commercial Development | 48% |
| Academic | 48% |
| Rural Practice | 47% |
| Property Asset Management | 47% |
| Residential Agent | 47% |
| Estates Surveyor (In House) | 45% |
| Building Control | 40% |
| Fund Management | 39% |
| Landlord & Tenant | 39% |
| General Practice | 39% |
| Industrial Agent | 37% |
| Retail Agent | 35% |
| Valuation | 33% |
| Investment Brokerage | 32% |
| Rating | 26% |

Base: All participants (4841)

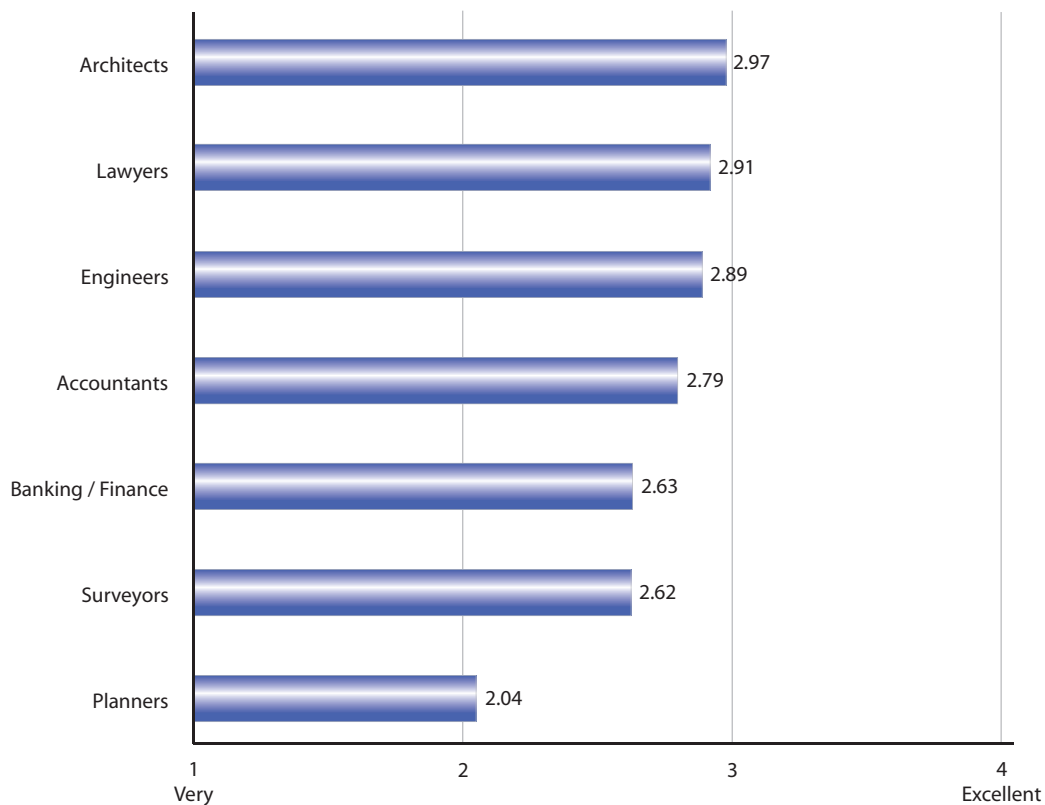
Public perception of status

This year respondents were asked how they think the public perceive the status of a number of professions: Surveyors, Lawyers, Accountants, Banking / Finance, Engineers, Planners and Architects.

Architects are thought to have the best status, followed by Lawyers, then Engineers, Accountants and Banking / Finance. However, survey participants believe that Surveyors and, particularly, Planners are perceived to have the lowest status. Only 5% believe Surveyors to have an 'excellent' status and only 2% believe this of Planners.

Although 30% of respondents think that Lawyers have an excellent status, compared to 23% of Architects, Architects score better overall, as perceptions of Lawyers are thought to be slightly more polarised.

Mean score: status of each profession (scale of 1-4)



Base: All participants (4841)

2 Method & Sample Profile

2.1 Overview

The Annual RICS and Macdonald & Company Salary & Benefits Survey is in its eighth 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.

4,841 UK and non-UK surveying professionals participated online and via questionnaire in December 2006 and January 2007 – this is down slightly on 2006, a record year, but maintains the success of this series of Surveys.

Respondents are broadly representative of the profession with regard to the business sectors and geo-demographic spread. 94% of participants are employed on a permanent basis (up 3% on last year), with 3% freelance, 1% who describe their current role as temporary and 1% unemployed.

As last year, over half (57%) are accounted for among those that describe their prime professional activity as: Quantity Surveyor (17%), Building Surveying (10%), Property Asset Management (7%), Valuation (7%), Estates Surveyor (In house) (6%), General Practice (5%) and Project Management (5%).

Nearly three-quarters of participants (71%) are at Senior Surveyor level or higher; Staff (20%) and Assistants / Probationers (8%) account for the remainder. At the highest level, one in five describe themselves as Principals, Owners, Partners or Executives (20%).

Regarding the nature of the organisations for which respondents work (base = employed respondents: 4,778), the most frequently mentioned are: Surveying Practice / Consultancy (49%, up 10% on last year), Commerce & Industry (15%, down 10% on last year), Central / Local Government (14%) and Investment / Development (12%). The remainder include those working in Financial Services (4%), Non-profit Making Organisations (3%), and Education (2%).

A significant minority of participants mainly work in London and the South-East (40%), with the remainder principally working elsewhere in the UK (51%). 9% work outside the UK (compared to 10% in 2006).

The majority of participants are men – 82%. The average age of the respondents is 38.3, slightly younger than in 2006 (39.5 years). The average number of years' experience in their area of work is 11.2 (again, slightly down from 2006 - 11.9 years).

The profile of women taking part in the survey is typically younger than that of the men, their average age being 34 (compared to 39.3 among males), with 8.2 years' experience (compared to 11.9 among males).

Nearly half of all participants are employed within organisations with 500+ employees (46%), whilst 17% (compared to 14% in 2006) are within smaller firms with 20 or fewer people.

2.2 Charts

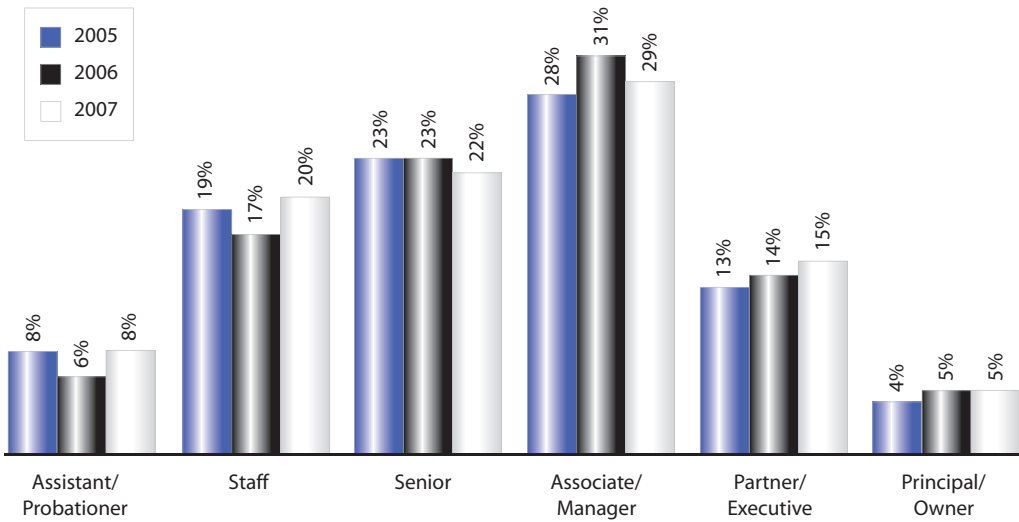
(a) Sample Profile: Prime Professional Activity

| | No. of Participants | | |
|--|---------------------|------|------|
| | 2005 | 2006 | 2007 |
| Quantity Surveyor | 402 | 682 | 810 |
| Building Surveying | 347 | 544 | 467 |
| Property Asset Management | 274 | 377 | 357 |
| Valuation | 206 | 316 | 352 |
| Estates Surveyor (In House) | 141 | 279 | 277 |
| Project Management | 189 | 350 | 264 |
| General Practice | 224 | 321 | 257 |
| Rural Practice | 134 | 224 | 169 |
| Investment Brokerage | 121 | 65 | 160 |
| Planner | 154 | 280 | 139 |
| Commercial Development | 85 | 145 | 137 |
| Facilities Management In-house | 118 | 237 | 114 |
| Facilities Management Service Provider | 61 | 142 | 108 |
| Fund Management | 76 | 82 | 107 |
| Landlord & Tenant | 72 | 112 | 99 |
| Residential Development | 74 | 95 | 92 |
| Corporate Property Consultancy | 74 | 99 | 84 |
| Building Control | 27 | 80 | 82 |
| Office Agent | 45 | 56 | 69 |
| Regeneration | 49 | 84 | 64 |
| SHE | 54 | 148 | 62 |
| Property Finance | 54 | 54 | 62 |
| Rating | 40 | 62 | 53 |
| Architecture | n/a | n/a | 51 |
| Construction Contract Manager | 37 | 43 | 51 |
| Retail Agent | 30 | 32 | 43 |
| Academic | 27 | 33 | 40 |
| Industrial Agent | 27 | 19 | 38 |
| Claims and Dispute Resolution | 22 | 47 | 35 |
| Research | 19 | 22 | 33 |
| Residential Agent | 29 | 49 | 32 |
| Geomatics | 50 | 28 | 31 |
| Environmental | 46 | 42 | 29 |
| Facilities Management Consultant | 21 | 34 | 13 |
| Minerals | 31 | 13 | 13 |

Numbers shown include those giving an answer within defined categories

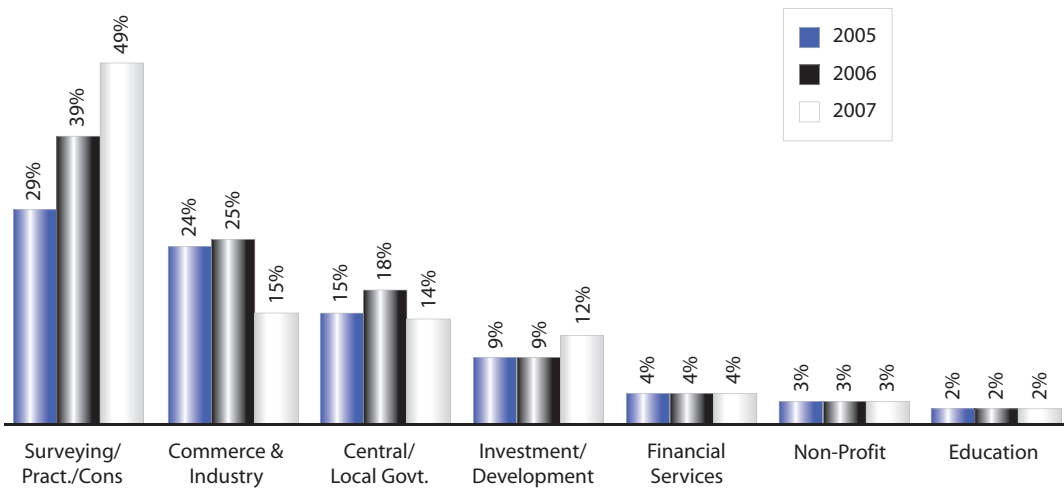
(NB. Some changes have been made to categories between years, accounting for some n/a.)

(b) Sample Profile: Level of Responsibility



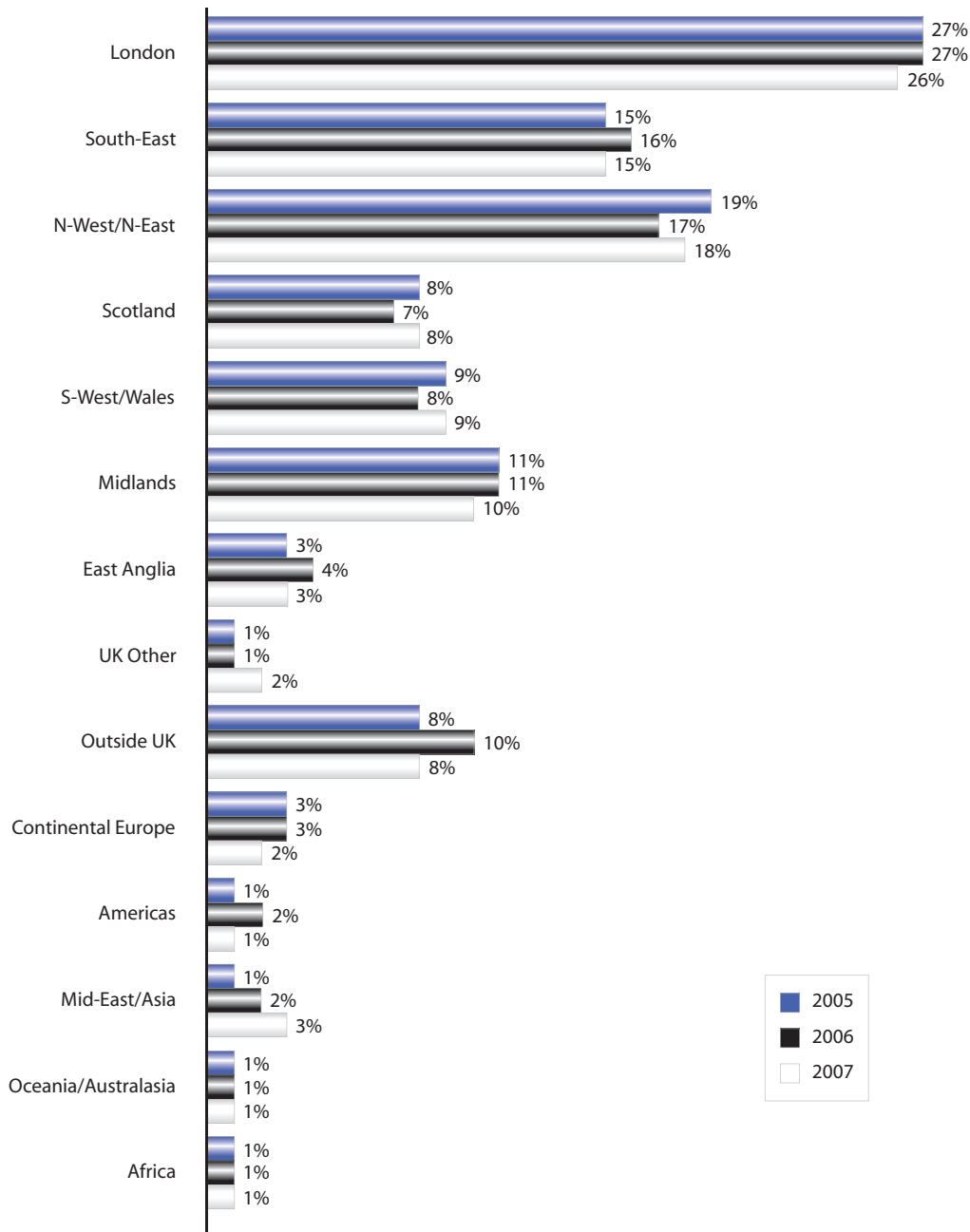
Base: All giving an answer (2005: 3399, 2006: 5256, 2007: 4778)

(c) Sample Profile: Sector



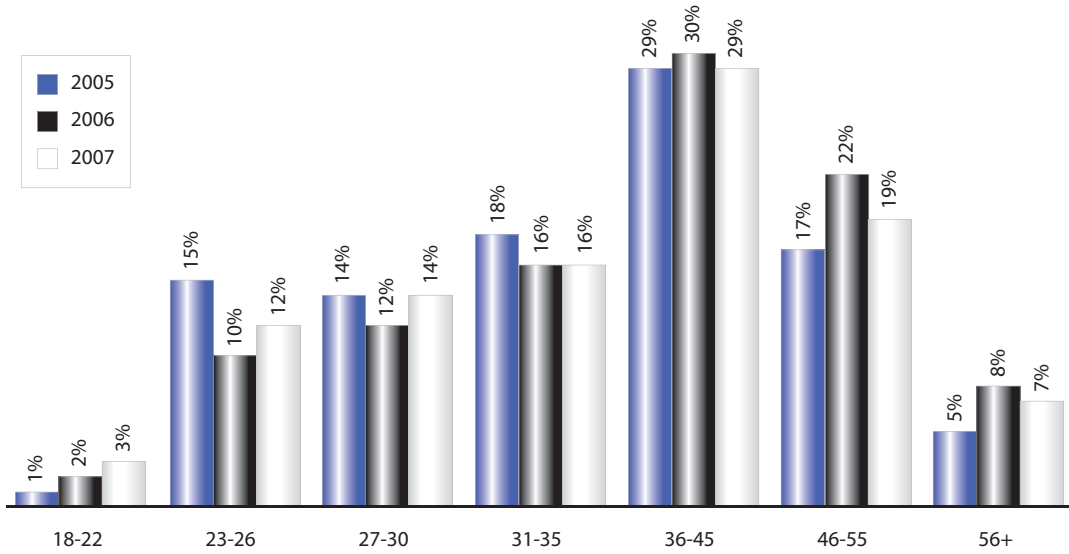
Base: All giving an answer (2005: 3399, 2006: 5243, 2007: 4778)

(d) Sample Profile: Region



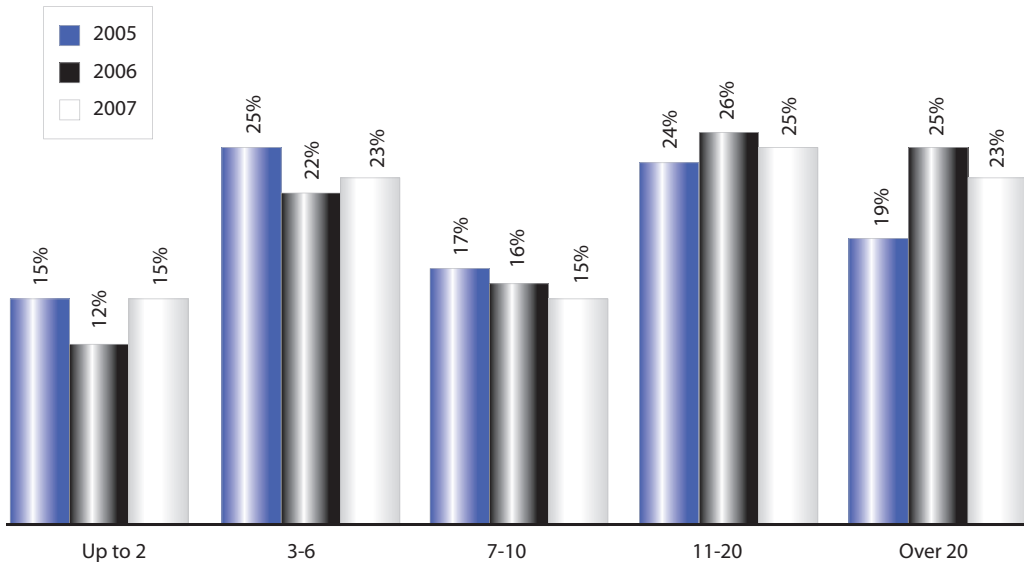
Base: All giving an answer (2005:3470; 2006: 5329, 2007: 4841)

(e) Sample Profile: Age



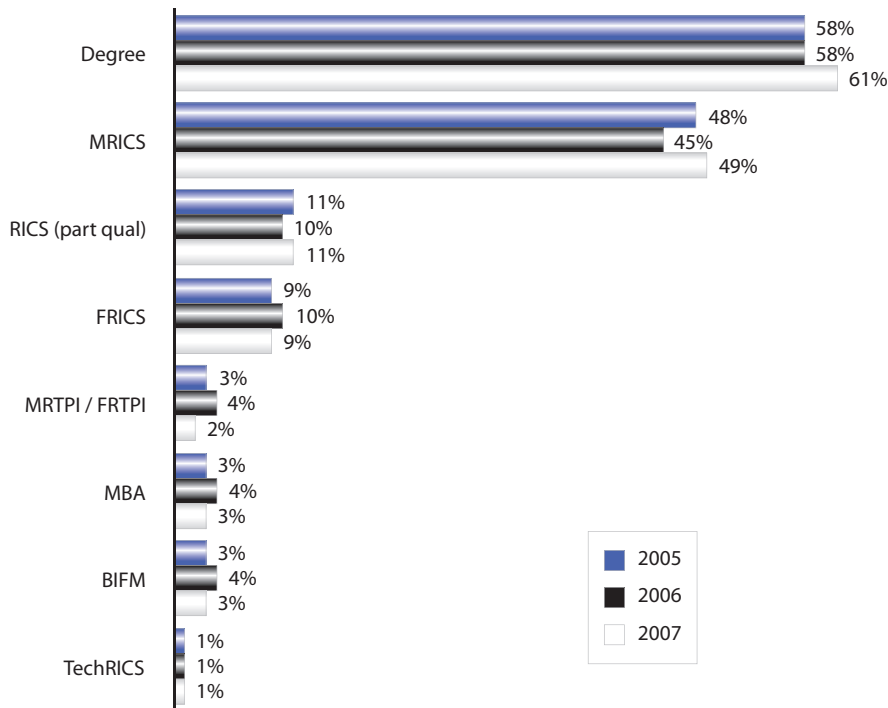
Base: All giving an answer (2005:3470, 2006: 5329, 2007: 4841)

(f) Sample Profile: Years' Experience



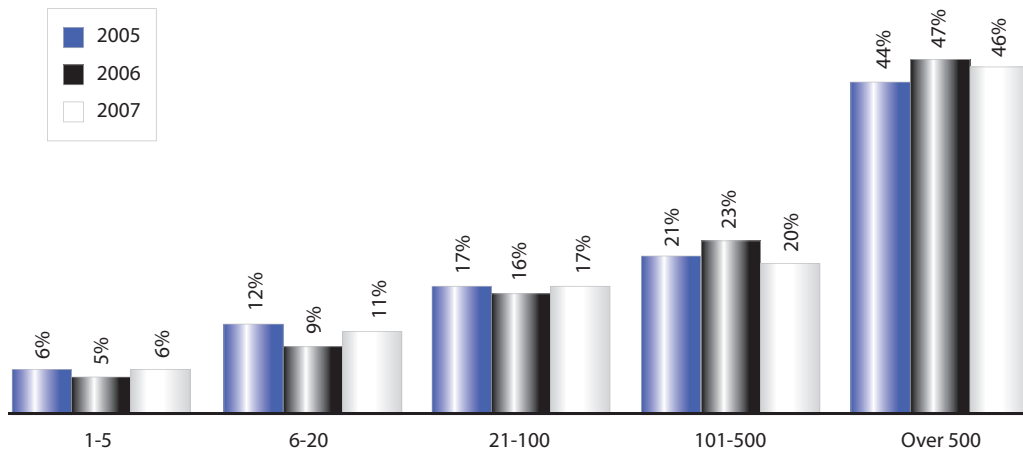
Base: All giving an answer (2005:3399, 2006:5256, 2007: 4778)

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



Base: All participants (2005:3470, 2006: 5329, 2007: 4841)

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



Base: All giving an answer (2005:3399, 2006: 5256, 2007: 4778)

3

Current Salary (Excluding Bonuses)

3.1 Overview

The average salary of professionals working in the property sector is £45,856 excluding bonuses and other benefits. This is up 2.3% on last year's Survey when average earnings were £44,839.

The average salary of those surveying professionals who work mainly outside the UK (9% of survey participants) is £60,362 (up 5% on last year's £57,484): 36% higher than those working mainly in the UK (£44,487, up 2% on last year). This difference is only slightly greater than seen last year (when the differential was 32%).

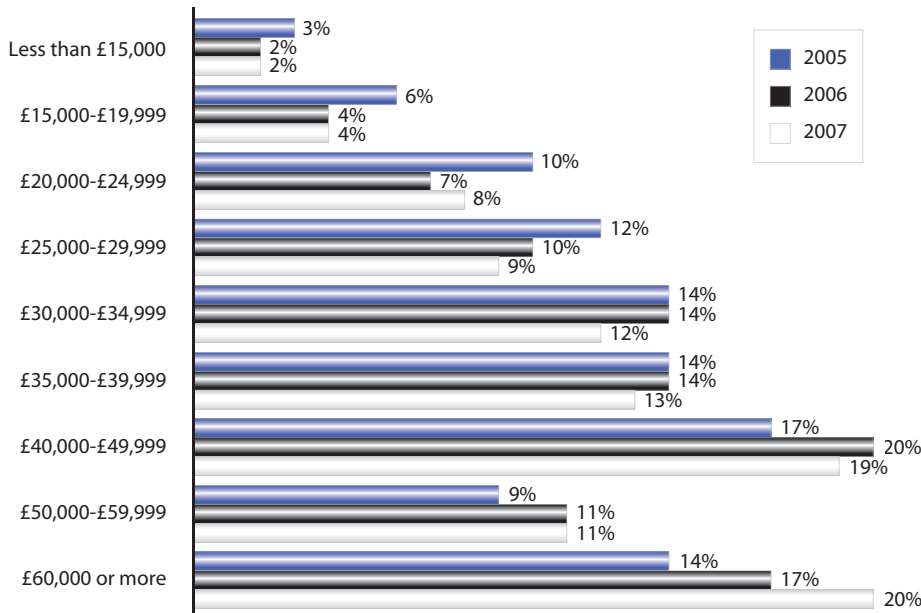
Overall, salaries are higher than for the 2006 Survey across the majority of key sub-groups. By sector, only respondents from the Commerce & Industry and Government sectors show decreased average salaries. Entry level salaries seem to have declined, from £18.1K last year to £17.0K in 2007 for those aged 18-22, but salaries among higher age groups have all increased. 15% now report earnings (excluding bonuses) of less than £25K (against 13% last year), 35% earn between £25-40K and half (50% against 48% last year and 39% in 2005) now earn £40K+ (4% £100K or more).

The Survey results also show that RICS members in the industry earn more than non-members, especially in the early stages of their career. For the sample as a whole, the average salary of RICS Members (MRICS and FRICS) is £50,618, which is 29% higher than for non-members (£39,170).

By age group, the average salary of Members is 29% higher at 23-26 (£30,577), 17% higher at 27-30 (£36,357), 20% higher at 31-35 (£46,529) and 11% higher at 36-45 (£55,231); thereafter, there is less distinction, and, in fact, for those over 45, Members' salaries are 7% lower than non-members.

3.2 Charts

(a) Current Salary (Excluding Bonuses)



Base: All giving an answer (2005:3371, 2006: 5222 , 2007: 4778)

(b) Average Salary: Prime Professional Activity (ordered according to highest salary 2007)

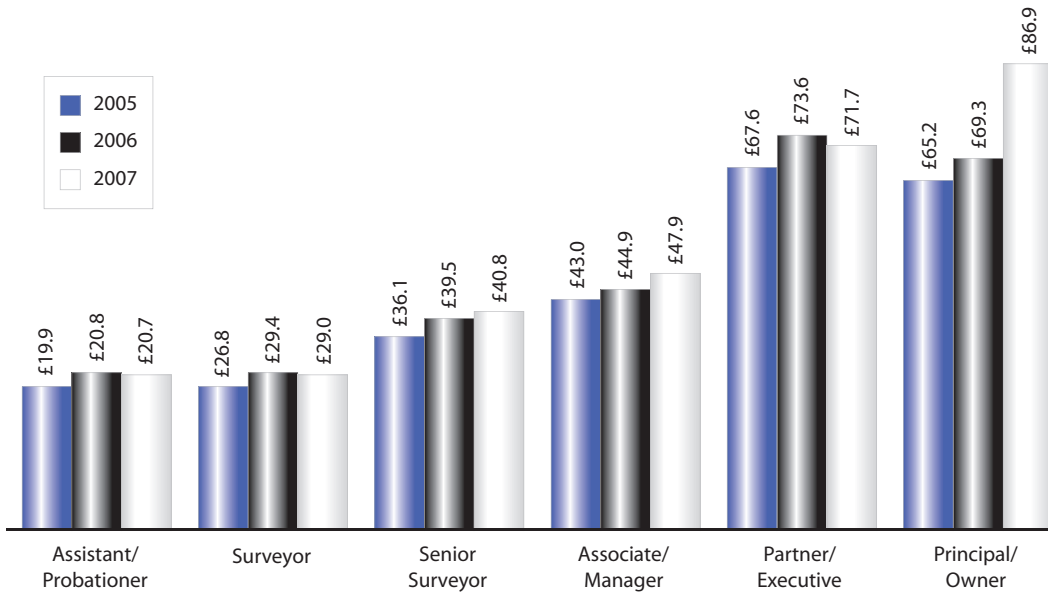
| | Average Salary | | |
|--|----------------|---------|---------|
| | 2005 | 2006 | 2007 |
| All participants | 40,425 | 44,839 | 45,856 |
| Corporate Property Consultancy | 65,022* | 80,518* | 75,585* |
| Fund Management | 60,288* | 75,328* | 69,229 |
| Property Finance | 55,992* | 66,019* | 67,614* |
| Commercial Development | 55,191* | 58,131 | 66,061 |
| Claims & Dispute Resolution | 57,468* | 68,960* | 61,849* |
| Construction Contract Manager | 50,382* | 50,957* | 57,104* |
| Landlord & Tenant | 36,557* | 40,158 | 55,156* |
| Residential Development | 43,273* | 53,081* | 53,443* |
| Property Asset Management | 46,460 | 51,413 | 52,961 |
| Retail Agent | 33,251* | 44,706* | 50,802* |
| Project Management | 45,610 | 50,523 | 50,235 |
| Regeneration | 42,202* | 44,949* | 49,691* |
| Facilities Management Service Provider | 39,617 | 44,171 | 48,550 |
| Estates Surveyor (In House) | 38,328 | 42,236 | 47,629 |
| Investment Brokerage | 49,934 | 54,777* | 47,517 |
| Facilities Management In-house | 37,907 | 42,420 | 47,246 |
| Office Agent | 28,132* | 39,727* | 44,843* |
| Research | 42,265* | 38,236* | 44,606* |
| Environmental | 33,780* | 45,253* | 44,313* |
| Geomatics | 33,194* | 36,249* | 43,751* |
| Architecture | n/a | n/a | 43,295* |
| Valuation | 34,135 | 42,332 | 42,328 |
| SHE | 31,663* | 39,236* | 42,045* |
| General Practice | 36,013 | 40,492 | 41,102 |
| Rating | 38,369* | 44,639* | 40,529* |
| Planner | 31,061 | 40,893 | 40,417 |
| Quantity Surveyor | 38,153 | 42,651 | 39,488 |
| Academic | 34,944* | 33,490* | 38,499* |
| Residential Agent | 47,466* | 36,408* | 37,672* |
| Rural Practice | 30,678 | 32,880 | 36,414 |
| Industrial Agent | n/a | n/a | 36,066* |
| Building Surveying | 33,242 | 36,860 | 36,012 |
| Building Control | 32,736* | 41,101* | 33,216* |

Base: All giving an answer (2005:3371, 2006: 5222, 2007: 4778)

(* small base for statistics:<100)

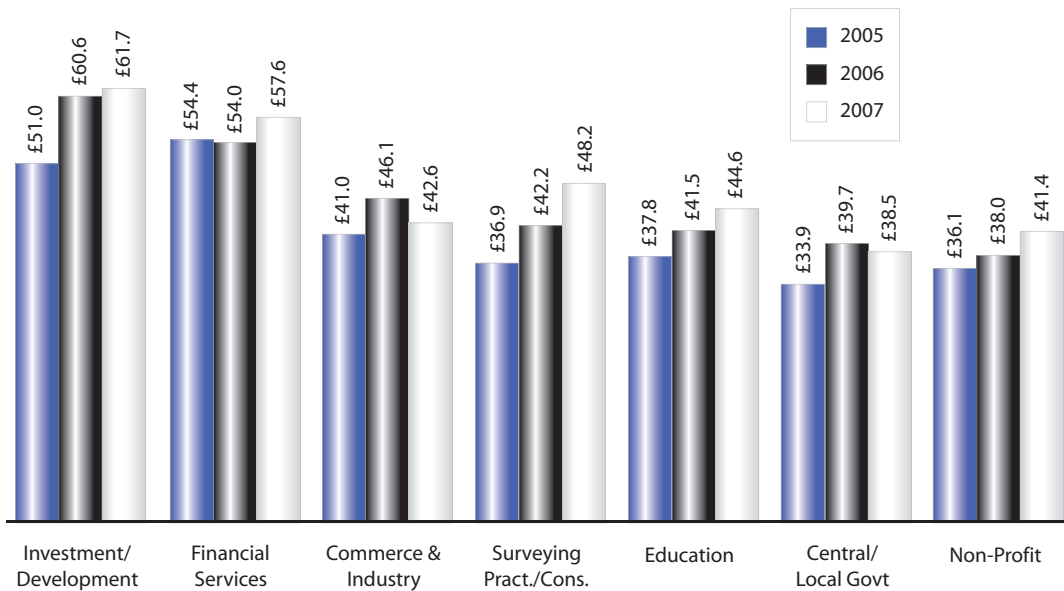
Table excludes those categories with the smallest sub-groups (less than 20 respondents), i.e. Facilities Management Consultant (13), Minerals (12)

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



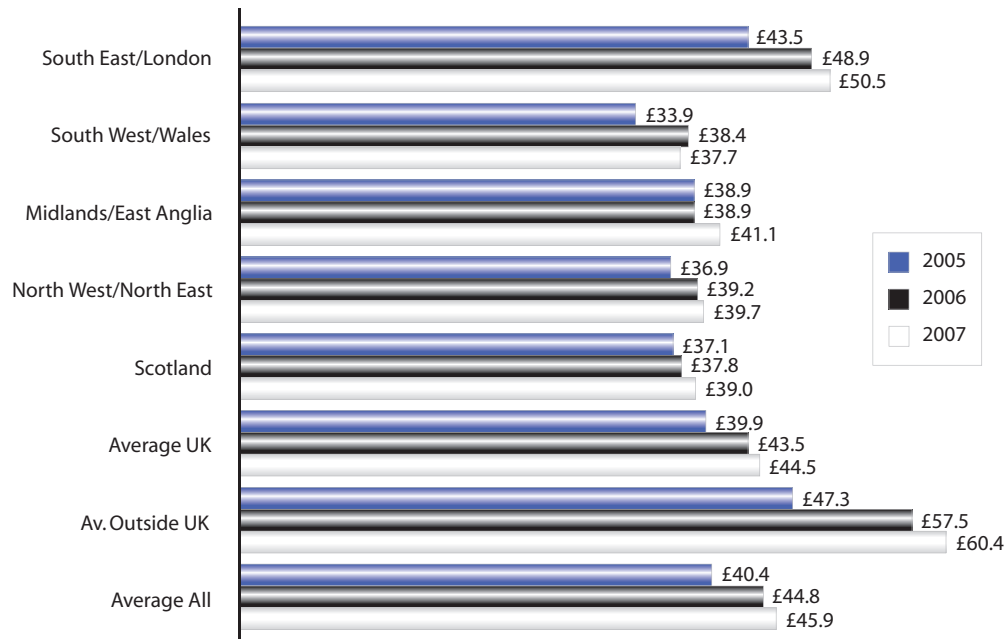
Base: All giving an answer (2005:3371, 2006: 5222, 2007: 4778)

(d) Average Salary (£Kpa): Sector



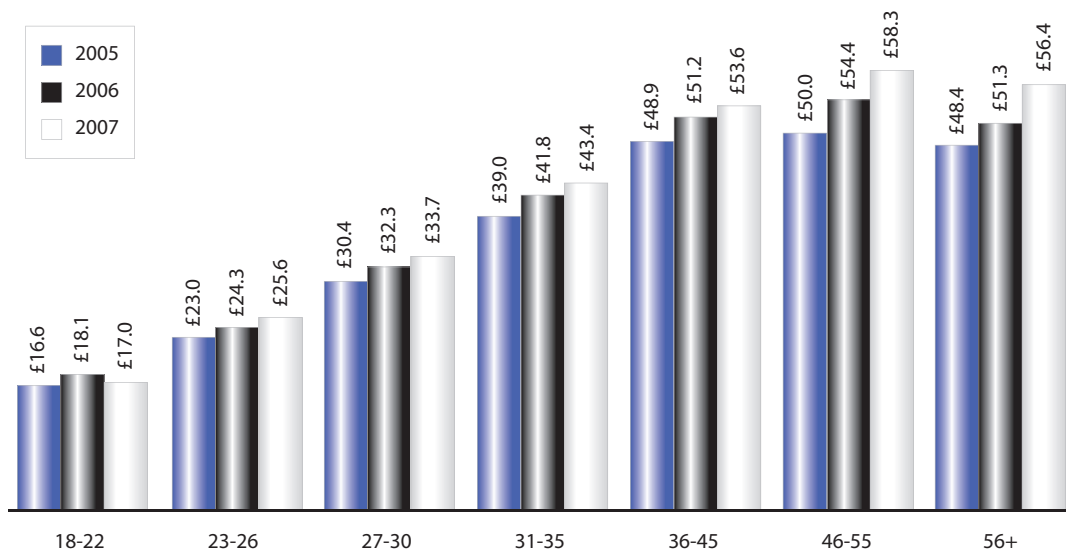
Base: All giving an answer (2005:3371, 2006: 5222, 2007: 4778)

(e) Average Salary (£Kpa): Region



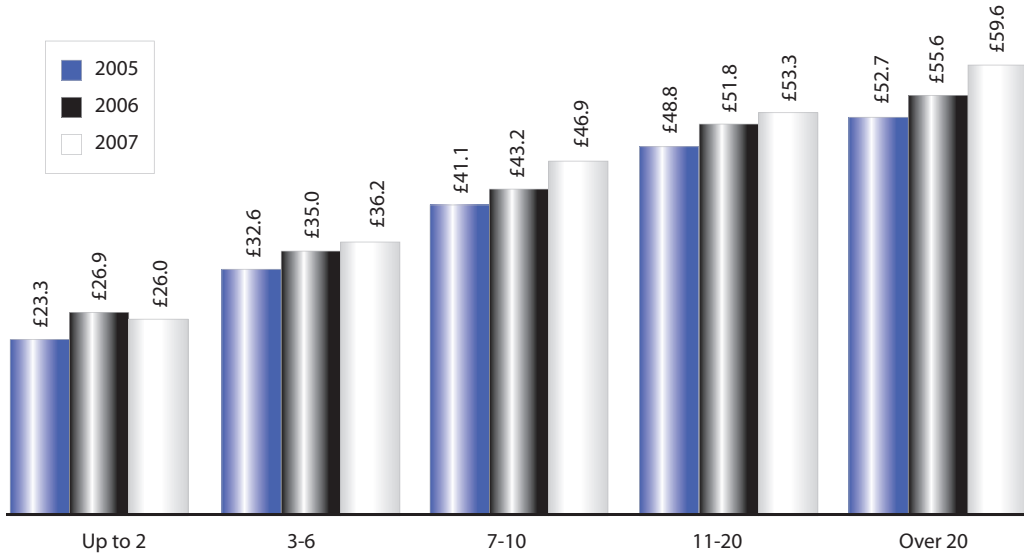
Base: All giving an answer (2005:3371, 2006: 5222, 2007: 4778)

(f) Average Salary (£Kpa): Age



Base: All giving an answer (2005:3371, 2006: 5222, 2007: 4778)

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



Base: All giving an answer (2005:3371, 2006: 5222, 2007: 4778)

4 Change to Salary at Last Review

4.1 Overview

Just over three-quarters of participants (77%, up 3% since 2006) had an increase in salary at their most recent pay review: this represents a reversal of the decline that was apparent between 2002 and 2005. Nevertheless, figures have still not reached 2002 levels (when 82% received a salary increase). The average overall salary increase reported was also up: to 6.6% from 5.4% in 2006.

Those most likely to have had an increase are those employed in Rating (89%), Construction Contract Manager (86%), Estates Surveyor (In house) (86%), Environmental (82%), Fund Management (82%), Architecture (82%), Property Asset Management (82%) and Landlord and Tenant (81%).

However, those reporting the greatest average increases this year (more than 8%) include those employed in Fund Management (11.4%), Property Finance (11.1%), Architecture (10.5%), Industrial Agent (10.2%), Residential Development (9.3%), Investment Brokerage (8.8%), Landlord and Tenant (8.4%) and Construction Contract Manager (8.3%)

While last year only 10 activities reported pay increases of over 6%, in 2007, 18 show increases of over 6% (excluding Minerals and Facilities Management Consultant which have low bases but also report high increases). Furthermore, in 2007, four activities report increases of over 10% (none had increases of this level in 2006).

Those least likely to have received an increase (less than two-thirds) are those employed in Retail Agent (63%), SHE and Office Agent (both 64%).

Receiving the smallest average salary increases (less than 4% on average) are those working in Regeneration (3.8%), Environmental (3.8%), Building Control (3.7%), Academic (3.2%), Facilities Management Service Provider (3.2%) and, in last place as in 2006, SHE (3.1%).

Those working overseas are more likely to have had an increase in salary in 2007 than they were in 2006 (66%, 2% up on 2006), but they remain less likely to have had such a positive pay review than those working domestically, where 78% report salary increases (3% up on 2006). However, overseas professionals report higher average rises than professionals working in the UK – 9% (up from 7.5% last year), compared to an average 6.4% in the UK (up from 5.2% last year). Those in Africa (14.1%), the Middle East (12.2%) and Oceania / Australasia (9.4%) saw the highest increases, while the lowest increases were in the South East of England (5.3%), Asia (5.7%), East Anglia (5.8%) and Scotland (5.9%).

In terms of job responsibility, Associates / Managers were most likely to receive a pay increase (85%); Assistants / Probationers and Principals / Owners, at either end of the hierarchical spectrum, were least likely to receive any kind of increase (58% and 51% respectively). The largest average increases, however, were found among Staff, averaging 7.6% compared to 5.5% for Seniors. As last year, Principals also report high average pay increases of 7.2%.

Staff and Principals may be those who suffered more during the leaner years but are perhaps receiving higher pay increases now, to bring them more in line with other employees. Principals / Owners in particular may be compensating themselves for lower earnings in previous years. For example, in 2004, their average salary increase was just 3.1%.

Those at opposite ends of the earnings spectrum also report the highest pay increases. Those earning less than £20,000 received average increases of 7.1% and those earning £20,000-£29,999 received 7.4%. This drops to 5.6% for those earning £30,000-£39,999 and 5.9% for those earning £40,000-£59,999 but rises to 7.9% among those earning £60,000+.

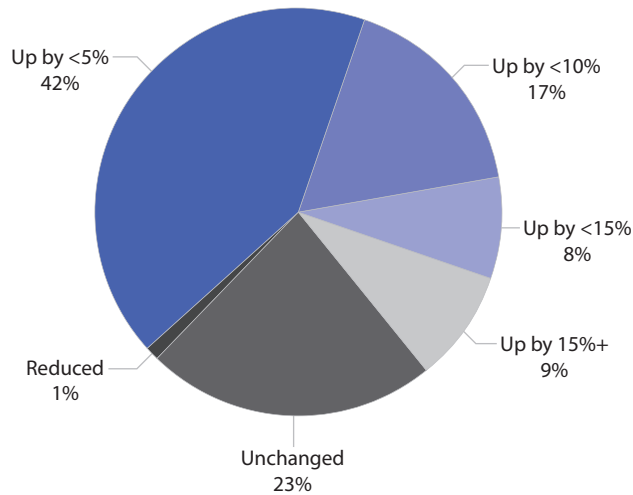
By sector, those in Financial Services gained the highest salary increases (8.8%), followed by Investment / Development (8.1%) and Commerce & Industry (7.5%). The lowest average salary increases can be found in Education (3.1%) and Government (3.5%).

Reversing previous trends, females were both slightly more likely to receive an increase than males (77% vs. 76%) and received slightly higher average salary increases (6.7%, up from 4.9%, vs. 6.6%, up from 5.5% among males).

By age, those aged 23-26 received the highest salary increases once more (9.3%), while those aged 56+ received the lowest (3.5%).

4.2 Charts

(a) Change to Salary at Last Review



Base: All giving an answer (2007: 4778)

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

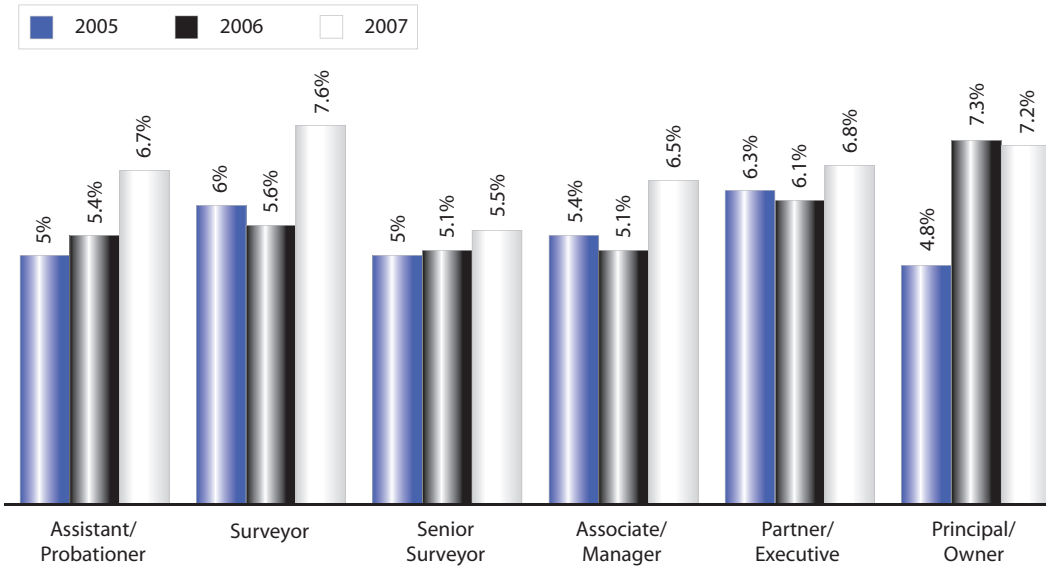
| | Average Increase p. a. | | |
|--|------------------------|-------|--------|
| | 2005 | 2006 | 2007 |
| All participants | 5.5% | 5.4% | 6.6% |
| Fund Management | 8.8%* | 8.9%* | 11.4% |
| Property Finance | 7.2%* | 5.5%* | 11.1%* |
| Architecture | n/a | n/a | 10.5%* |
| Industrial Agent | 6.8%* | n/a | 10.2%* |
| Residential Development | 5.4%* | 5.6%* | 9.3%* |
| Investment Brokerage | 9.9% | 9.3%* | 8.8% |
| Landlord & Tenant | 5.4%* | 6.4% | 8.4%* |
| Construction Contract Manager | 6.5%* | 6.0%* | 8.3%* |
| Research | 4.3%* | 7.2%* | 7.9%* |
| Valuation | 5.5% | 5.8% | 7.6% |
| General Practice | 5.1% | 5.8% | 7.2% |
| Office Agent | 5.8%* | 6.6%* | 7.0%* |
| Property Asset Management | 5.2% | 5.9% | 6.9% |
| Retail Agent | 4.8%* | 5.2%* | 6.9%* |
| Quantity Surveyor | 5.7% | 5.8% | 6.8% |
| Claims & Dispute Resolution | 4.5%* | 6.4%* | 6.7%* |
| Rural Practice | 6.8% | 5.8% | 6.5% |
| Commercial Development | 7.3%* | 7.0% | 6.4% |
| Building Surveying | 5.9% | 5.7% | 6.3% |
| Rating | 4.3%* | 6.8%* | 6.0%* |
| Corporate Property Consultancy | 6.1%* | 7.1%* | 5.6%* |
| Residential Agent | 4.2%* | 5.0%* | 5.6%* |
| Project Management | 4.1% | 5.0% | 5.4% |
| Estates Surveyor (In House) | 4.2% | 3.8% | 4.8% |
| Geomatics | 4.8%* | 3.7%* | 4.4%* |
| Planner | 5.6% | 4.9% | 4.3% |
| Facilities Management In-house | 3.9% | 3.7% | 4.0% |
| Regeneration | 4.0%* | 4.6%* | 3.8%* |
| Environmental | 3.3%* | 6.6%* | 3.8%* |
| Building Control | 2.6%* | 4.0%* | 3.7%* |
| Academic | 3.7%* | 3.4%* | 3.2%* |
| Facilities Management Service Provider | 3.5%* | 4.1% | 3.2% |
| SHE | 4.7%* | 2.5% | 3.1%* |

Base: All giving an answer (2004:2782, 2005:3375, 2006: 5256, 2007: 4778)

(* small sub-samples:<100)

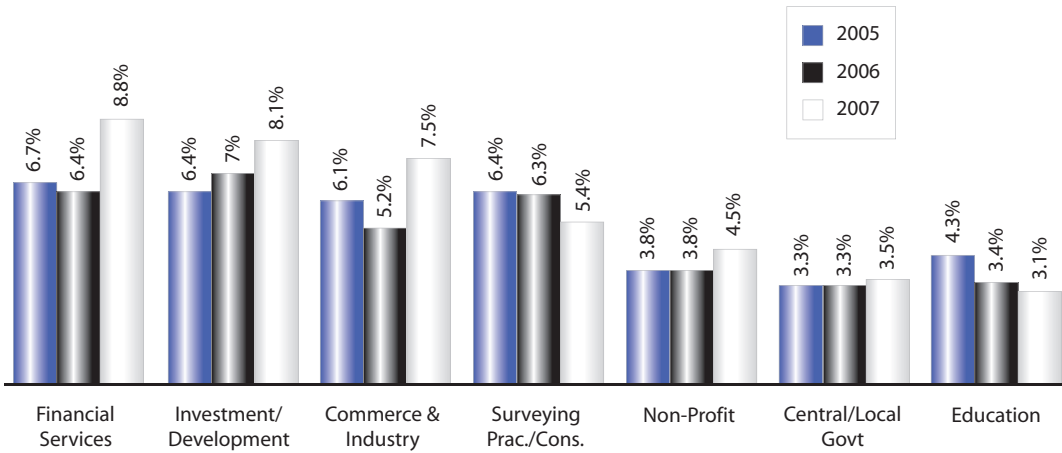
Table excludes those categories with the smallest sub-groups (less than 20 respondents), i.e. Facilities Management Consultant (13), Minerals (12)

(c) Average Increase: Level of Responsibility



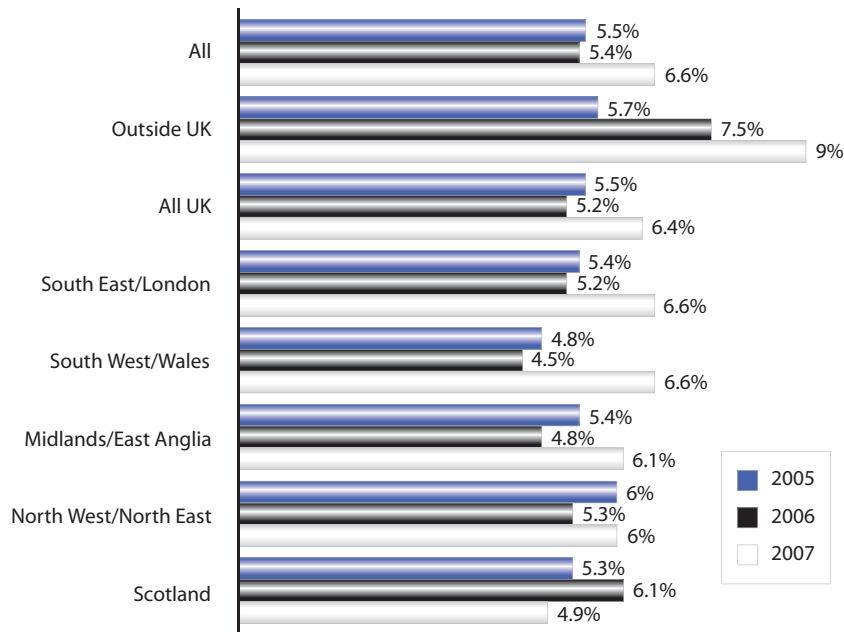
Base: All giving an answer (2005:3375, 2006: 5256, 2007: 4778)

(d) Average Increase: Sector



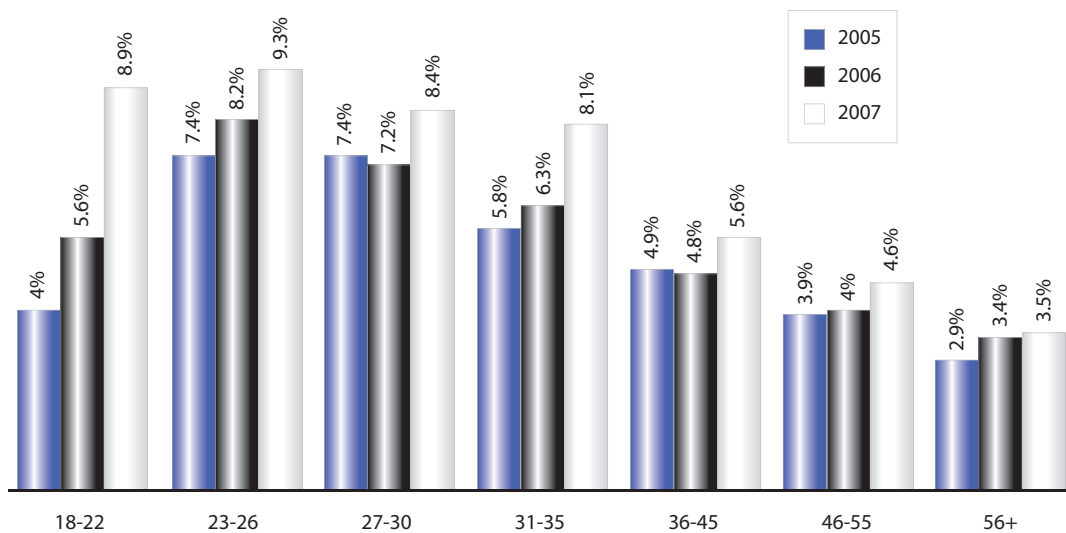
Base: All giving an answer (2005:3375, 2006: 5256, 2007: 4778)

(e) Average Increase: Region



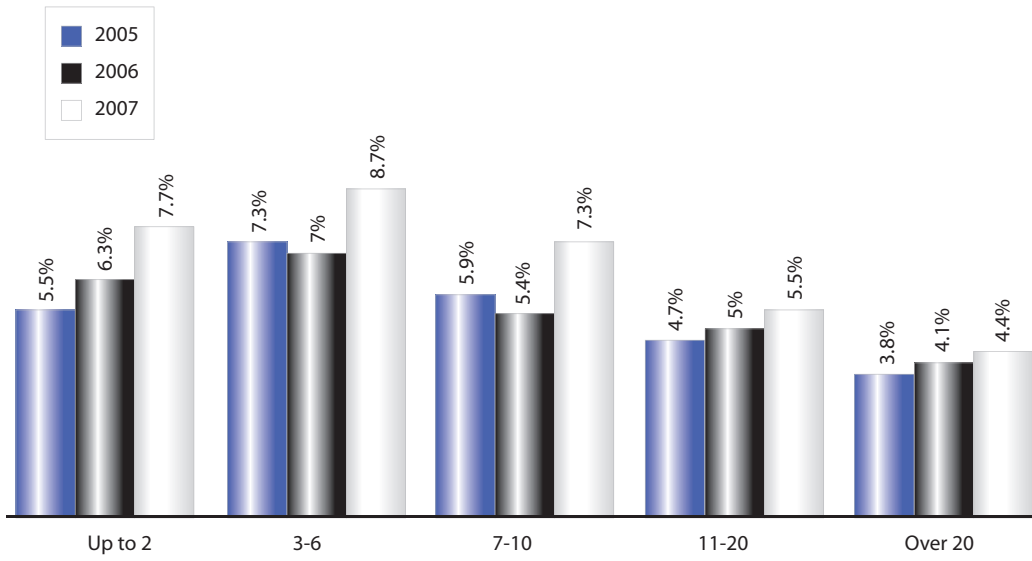
Base: All giving an answer (2005:3375, 2006: 5256, 2007: 4778)

(f) Average Increase: Age



Base: All giving an answer (2005:3375, 2006: 5256, 2007: 4778)

(g) Average Increase: Years' Experience



Base: All giving an answer (2005:3375, 2006: 5256, 2007: 4778)

5 Satisfaction with current salary

5.1 Overview

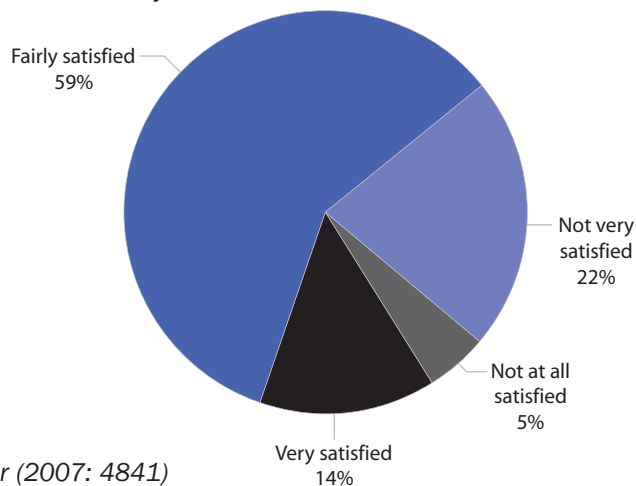
The majority of Survey participants (73%) are fairly (59%) or very satisfied (14%) with their current salary; 27% say that they are not satisfied.

Those most satisfied with their salaries (80% very / fairly satisfied) are in: Project Management (83%), Construction Contract Manager (82%), Architecture (82%), Research (82%) and Landlord & Tenant (80%). Those least satisfied (less than two-thirds very / fairly satisfied) are in Building Control (66%), Residential Agent (63%) and Rating (58%).

Perhaps unsurprisingly, satisfaction with salary increases as the salary itself increases: 88% of those on the highest salaries are very / fairly satisfied with their salaries compared to only 44% of those in the lowest bracket. Males (who tend to earn more) are more likely to express satisfaction than females (74% versus 71%) and older respondents (who tend to earn more) are generally more satisfied than younger (80% of those aged 56+ compared to 62% aged 18-26).

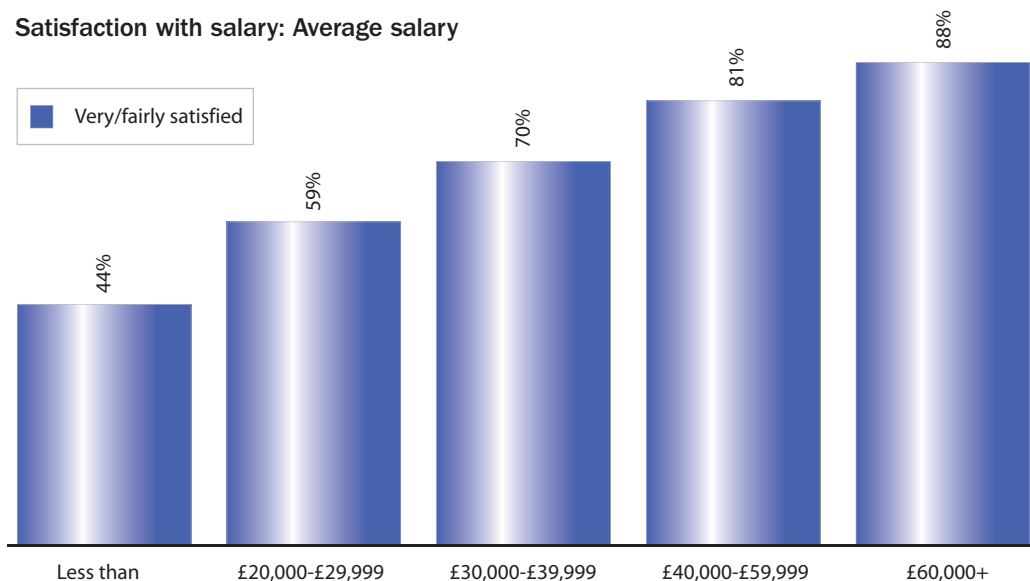
5.2 Charts

(a) Satisfaction with current salary



Base: All giving an answer (2007: 4841)

(b) Satisfaction with salary: Average salary



Base: All giving an answer (2007: 4841)

6 Bonuses Received (Over Last 12 Months)

6.1 Overview

60% of respondents received a bonus over the last twelve months (up from 56% last year) and the average value of bonuses was £9,411. This represents a 40% increase since 2006 (when average bonuses were £6,721) and is 21% of the average salary.

Apart from the increase in the number who received bonuses this year, another reason for the apparent increase in average bonuses is that the four activities with the highest bonus levels (Investment Brokerage, Property Finance, Fund Management and Commercial Development) account for 10% of the sample this year, whereas last year, the four highest bonused activities accounted for only 4%.

Among those who mainly work in the UK, 60% (up from 55% in 2006) received a bonus and the average was £9,226 (up by 49% since 2006). On this evidence, UK bonuses appear to be catching up with those overseas. Among those working outside the UK, 65% report receiving a bonus (up from 63% on last year) and bonuses averaged £11,366 (which represents a drop of 4% since 2006). The highest bonuses (over £10,000) were received by participants in Continental Europe (£21,358), Greater London (£14,976) and Asia (£14,457). The lowest bonuses (under £5,000) were received in East Anglia (£4,301) and Africa (£2,477).

Bonuses are most likely to have been received (over three-quarters of employees) by those working in Retail Agent (88%), Fund Management (85%), Property Finance (83%), Investment Brokerage (82%), Residential Agent (81%), Commercial Development (78%), Industrial Agent (78%), Valuation (78%), Office Agent (78%), Residential Development (75%) and Construction Contract Manager (74%).

The highest average bonuses (over £16,000) were received among those involved in Investment Brokerage (£43,359), Property Finance (£42,851), Fund Management (£32,371), Commercial Development (£22,543), Office Agent (£18,851), Retail Agent (£16,933), Corporate Property Consultancy (£16,513), Residential Development (£16,329).

A further five groups report average bonuses of over £10,000, including Industrial Agent, Property Asset Management, Research, Landlord & Tenant and Residential Agent.

Academics (23%) and Building Control (24%) were least likely to get a bonus and the lowest average bonuses (less than £2,000) were in Architecture (£1,879), Geomatics (£1,638), Academics (£997) and Building Control (£545).

Males continue to receive significantly higher bonuses than females (£10,255 compared to £5,619). However, the average female bonus has risen by 81%, compared to a 35% increase for males, indicating that the gap continues to narrow.

This puts the average total male package (salary plus bonus) at just over £58k, while females earned just over £42k. To some extent, this is a reflection of the different profiles by gender, reported earlier (i.e. females tend to be younger, with fewer years experience and in lower levels of employment).

By age, bonuses are most likely to be received by those aged 27-45 (over two-thirds received bonuses in this age group). As last year, the highest average bonuses were received within the 36-45 age group (£14,116) and the lowest among those 18-22 (£1,174, nearly double the 2006 figure).

Generally, bonus levels increase with experience: the lowest bonuses are received among those with the lowest levels of experience. However, the highest bonuses are received by those with 11-20 years' experience and levels start to tail off again after this.

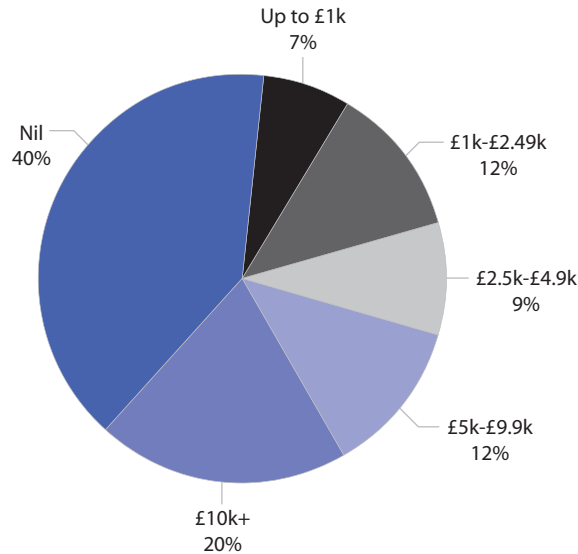
Bonus levels are more congruent with salary. Those earning the highest salaries receive the highest bonuses (salary less than £20,000: average bonus £1,277; salary more than £60,000: average bonus £28,690).

Of those receiving a bonus, 61% said that this is awarded on a discretionary basis and 39% according to strict measurable objectives (no change from 2006).

Those with more experience are most likely to be allocated their bonuses depending on strict measurable objectives. Only a quarter of those with less than two years' experience are awarded bonuses depending on measurable objectives, compared to almost half (47%) of those with more than 10 years' experience.

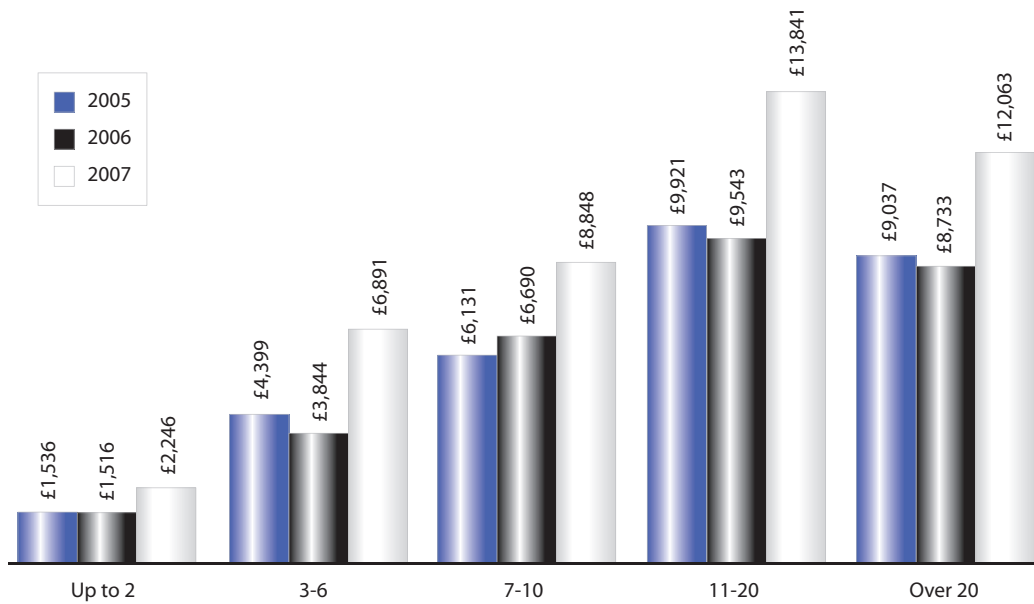
6.2 Charts

(a) Bonuses Received (Over Last 12 Months)



Base: All giving an answer (2007: 4657)

(b) Average Bonus: Years' Experience



Base: All giving an answer (2005:3367, 2006:5124, 2007: 4657)

(c) Average Bonus: Prime Professional Activity (Ordered by average bonus 2007)

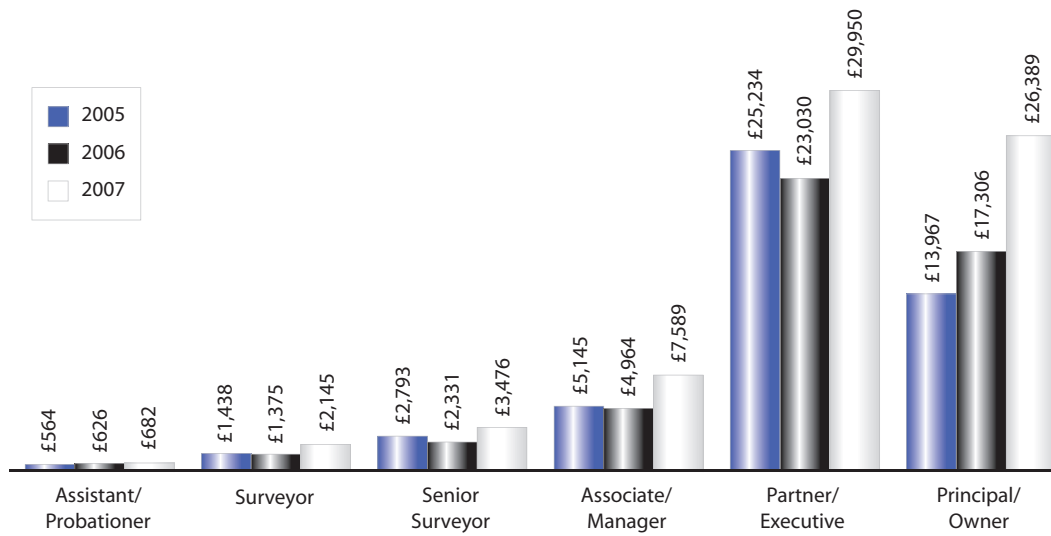
| | Average Bonus £ p. a. | | |
|----------------------------------|-----------------------|---------|---------|
| | 2005 | 2006 | 2007 |
| All participants | 6,502 | 6,721 | 9,411 |
| Investment Brokerage | 27786 | 36,852* | 43,359 |
| Property Finance | 18,565* | 34,417* | 42,851* |
| Fund Management | 30,408* | 33,626* | 32,371 |
| Commercial Development | 18,879* | 15,594 | 22,543 |
| Office Agent | 8,611* | 11,891* | 18,851* |
| Retail Agent | 6,821* | 27,567* | 16,933* |
| Corporate Property Consultancy | 11,488* | 12,043* | 16,513* |
| Residential Development | 9,235* | 12,465* | 16,329* |
| Industrial Agent | 17,433* | n/a | 15,493* |
| Property Asset Management | 5715 | 10,207 | 11,999 |
| Research | 7,279* | 6,507* | 11,812* |
| Landlord & Tenant | 7,271* | 7,621 | 10,866* |
| Residential Agent | 14,768* | 5,593* | 10,442* |
| Valuation | 6414 | 9,786 | 9,766 |
| Rating | 6,409* | 8,733* | 9,150* |
| Environmental | 1,924* | 1,860* | 8,675* |
| General Practice | 5590 | 8,108 | 8,284 |
| Estates Surveyor (In House) | 3120 | 2,364 | 6,941 |
| Project Management | 4287 | 5,413 | 5,472 |
| Facilities Management In-house | 2488 | 3,286 | 5,208 |
| Claims & Dispute Resolution | 3,959* | 5,419* | 4,762* |
| Regeneration | 6,705* | 3,336* | 4,753* |
| Construction Contract Manager | 3,674* | 2,933* | 4,523* |
| Facilities Mgmt Service Provider | 2,591* | 4,047 | 4,518 |
| Quantity Surveyor | 2508 | 3,353 | 3,608 |
| Planner | 2130 | 4,007 | 3,581 |
| SHE | 1,874* | 1,408 | 3,156* |
| Building Surveying | 2371 | 2,482 | 3,081 |
| Rural Practice | 2027 | 2,814 | 3,013 |
| Architecture | n/a | n/a | 1,879* |
| Geomatics | 1,436* | 2,341* | 1,638* |
| Academic | 1,009* | 902* | 997* |
| Building Control | 1,004* | 773* | 545* |

Base: All giving an answer (2005:3267, 2006: 5124, 2007: 4657)

(* small sub-samples:<100)

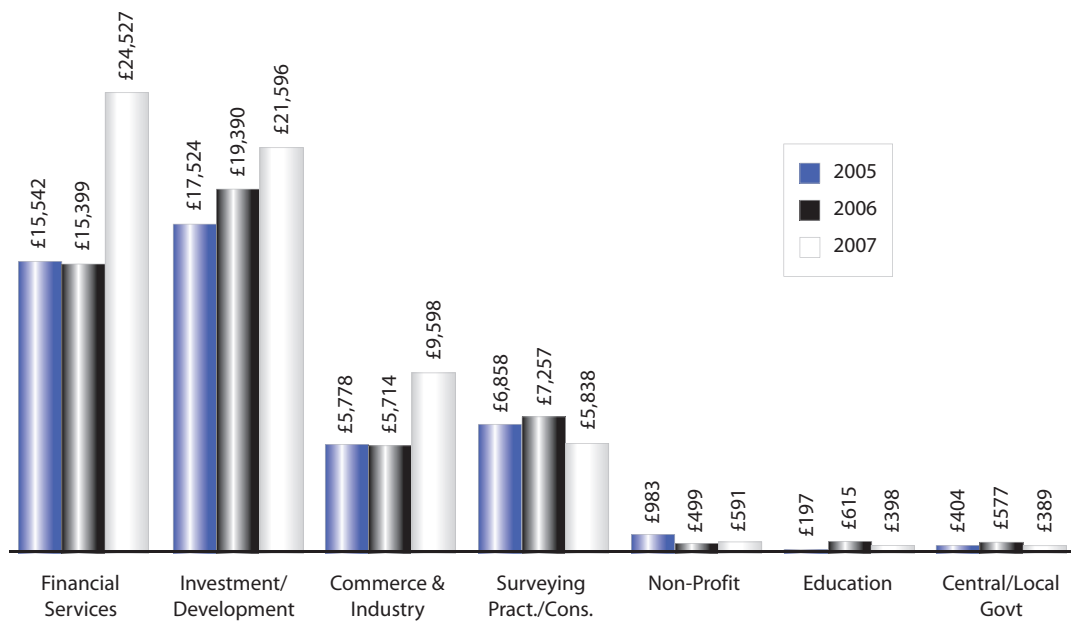
Table excludes those categories with the smallest sub-groups (less than 20 respondents), i.e. Facilities Management Consultant (13), Minerals (12)

(d) Average Bonus: Level of Responsibility



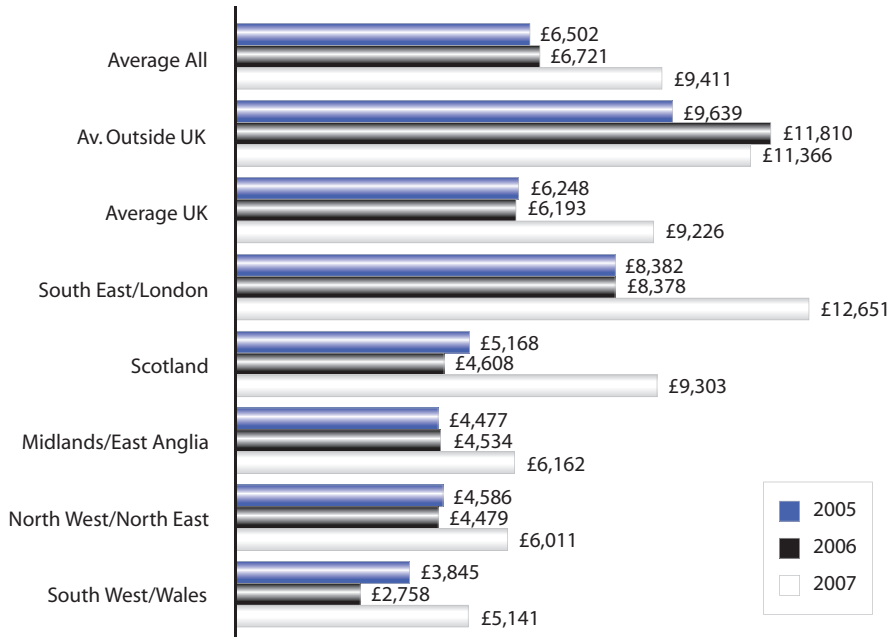
Base: All giving an answer (2005:3267, 2006: 5124, 2007: 4657)

(e) Average Bonus: Sector



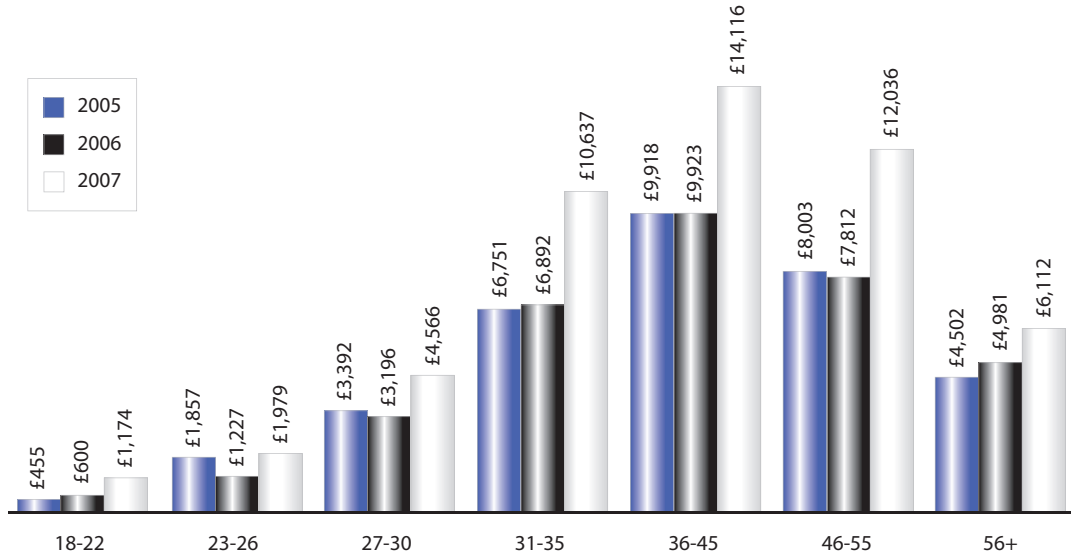
Base: All giving an answer (2005:3267, 2006: 5124, 2007: 4657)

(f) Average Bonus: Region



Base: All giving an answer (2005:3267, 2006: 5124, 2007: 4657)

(g) Average Bonus: Age



Base: All giving an answer (2005:3367, 2006: 5124, 2007: 4657)

Benefits Included in Employment Package

7.1 Overview

The majority (95%, up 4% on 2006) receive some form of additional benefits as part of their package. Most frequently mentioned of these (received by over a half) are: a Mobile phone (61%, up 3% from 2006), Contributory pension (58%, up 2%) and Health insurance (51%, up 3%). The incidence of Performance related bonuses has also increased (up 4% to 47%), which may also contribute to the increased bonus figures highlighted earlier.

Continuing a trend shown in 2006, more in the industry receive a company car allowance than a company car. Now just 28% (1% up from 2006) have a company car, having fallen from 50% in 2000. Almost one third now have a car allowance (32%, up 2% since 2006 and up from only 16% in 2000).

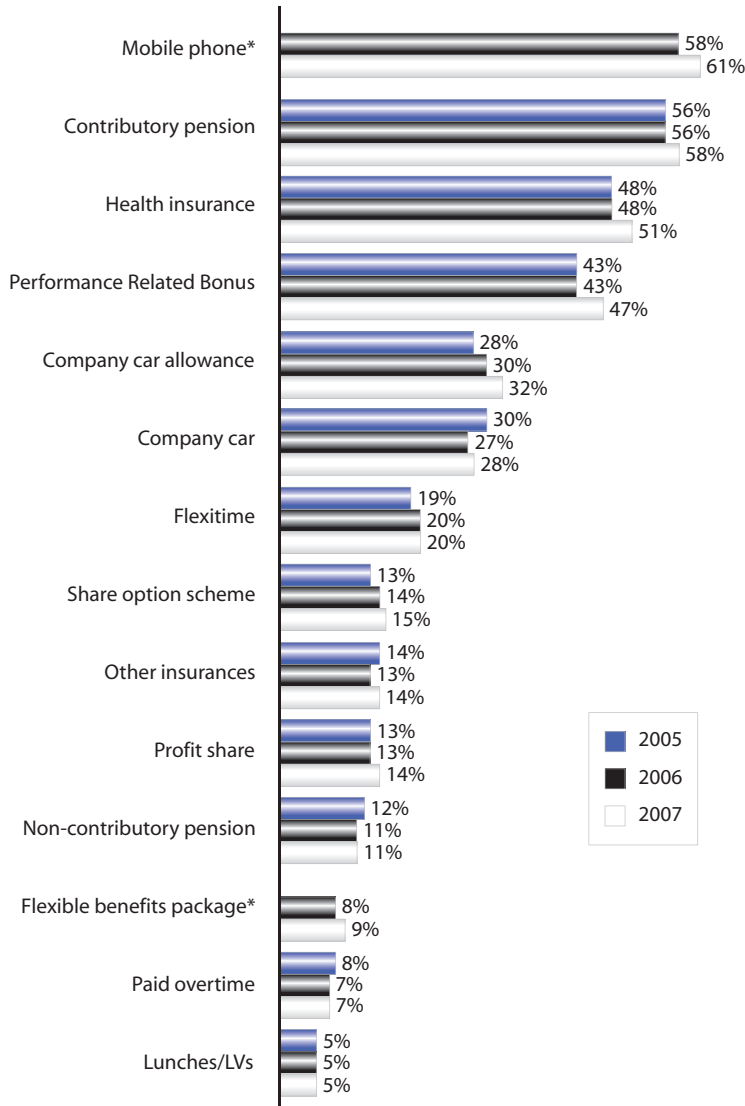
In addition to the main benefits shown on the chart overleaf, 7% mentioned other benefits, covering a range of additions. One of those that was mentioned by quite a number of participants, and is maybe on the increase in these health-conscious times, is membership or subsidy for a gym or health club.

As last year, one in three (33%) say that they have received 'new benefits' this year. New benefits are most commonly a Mobile phone (12% of all respondents), Health insurance (9%), Performance related bonus (9%), Contributory pension (9%), Company car allowance (7%) and a Company car (5%).

Males are more likely to receive benefits than females (95% of males receive benefits compared to 93% of females). Males are more likely to have a company car than females (30% compared to 18%) but males and females are equally likely to have a car allowance (both 32%). Otherwise, generally across the board, males are more likely to receive benefits than females, with the exception of Luncheon vouchers (males and females are equally likely to receive them), a Contributory pension (females 4% more likely to receive) and Flexitime (females 2% more likely). This may reflect the average longer experience and greater seniority of males in the sample. The greater prominence of Flexitime among the Female package, however, may reflect differing requirements of females from a work environment.

7.2 Charts

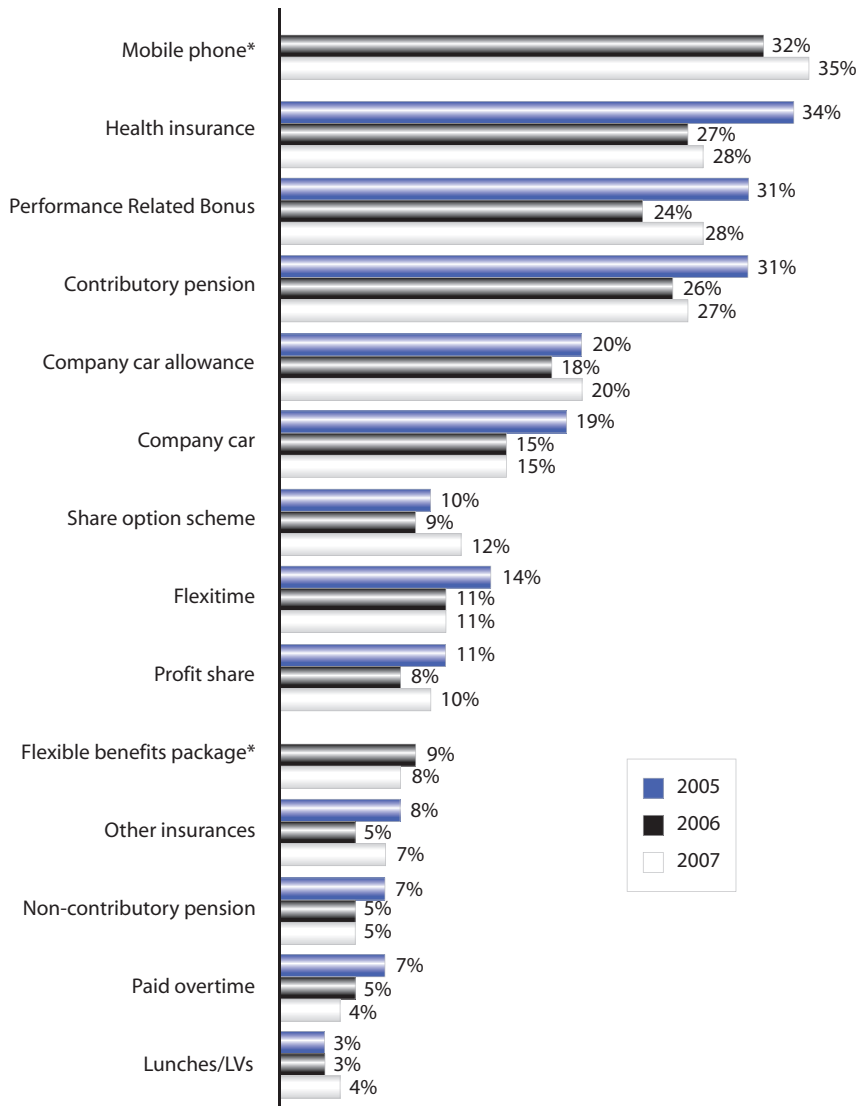
(a) Benefits Included in Employment Package



* NB. Mobile phone and Flexible benefits package not included before 2006

Base: All participants answering (2005:3399, 2006 5256, 2007: 4778

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



* NB. Mobile phone and Flexible benefits package not included before 2006.

Base: All saying have received a new benefit within the last year (2005:1059, 2006: 1747, 2007: 1587)

8 Areas Important in Current Roles

8.1 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 (63% very important, down 1% from last year) and Salary (61% very important, no change from 2006).

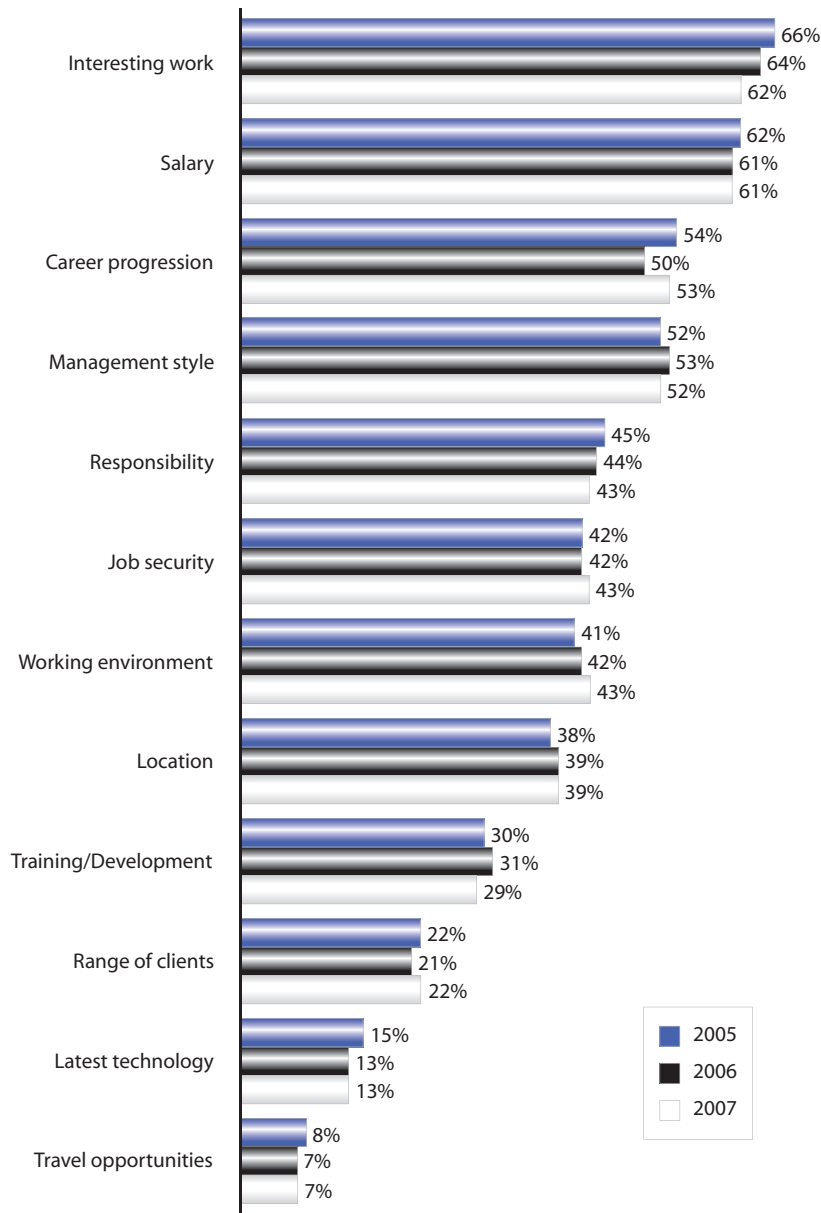
The majority also place particular importance on Career progression (53%, up 3%) and Management style (52%, down 1%). Management style in particular has become more important in recent years – in 2000, only 40% considered it 'very important'.

Once again, the least important aspect of current job roles is Opportunities for travel: only 7% say it is very important (no change since 2006).

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 men place salary and a range of interesting work at the top of their priorities (salary is very important to 62% of males and interesting work to 61%), women place greater emphasis on having a range of interesting work (71% very important), with management style their second priority (63%); salary comes third for them (57%). They also place more emphasis on working environment (in fourth place for women at 52%, sixth for men at 41%).

In fact, women are significantly more likely than men to consider as 'very important' (10%+ difference between genders): management style (49% men vs. 63% women), range of interesting work (61% vs. 71%), working environment (41% vs. 52%) and training / development (27% vs. 39%).

% Saying Very Important To Their Job



Base: All participants (2005:3470, 2006: 5329, 2007: 4841)

8.2 Holiday Entitlement

Whilst most property professionals (77%) say that they utilise their full annual holiday entitlement, more than one in five (23%, up 1% since 2006) do not do so.

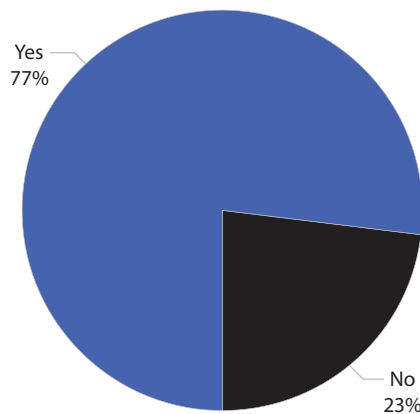
By activity, those least likely to use their full entitlement are in: Residential Development (39% do not use their full entitlement), Retail Agent (35%) and Facilities Management In-house (34%). Those most likely to use it to the full (80%+ using their full holiday entitlement) are in: Building Control (only 13% do not use all their holiday days), Environmental (17%), Building Surveying (18%), Rating (19%), Planner (19%), Estates Surveyor (In-house) (19%), Corporate Property Consultancy (19%).

There are also key differences according to demographics: women are more likely to use their full entitlement than men (84% vs. 75%, both down 1% on 2006); those more likely to have young families are also more likely to do so (82% of those aged 23-26 and 80% of those aged 27-30, compared to 74% of those under 23 and 72% of those aged over 56).

Respondents working overseas are significantly less likely to use their holiday entitlement than those working domestically (62% compared to 78% in the UK). By area, those most likely to use their full holiday entitlement are in Scotland (81%), South West / Wales (80%) and East Anglia (80%). Those least likely to use their full allocation are all overseas: Oceania / Australasia (69%), Europe (67%), Asia (63%), Middle East (61%), Americas (58%) and Africa (50%).

Differences are also particularly apparent between levels of responsibility. Only two thirds (66%) of Principals / Owners and Partners / Executives use their full holiday allocation, compared to 85% of Staff.

Do you utilise your full annual holiday entitlement?



Base: All participants (2007: 4841)

8.3 Working hours

Respondents tend to work fairly long days, the average working week being 44.7 hours. Almost 2% work more than 60 hours a week.

The longest hours are worked by those in Fund Management (50.8 hours a week), Residential Development (49.4), Facilities Management Service Provider (48.9), Construction Contract Manager (48.4) and Property Finance (47.9). The shortest hours are worked by those in Rating (40.8 hours) and Building Control (average 39.8 hours).

By sector, the longest hours are worked by those in Surveying Practice / Consultancy and Investment / Development (both 46.9), the shortest by those in Central / Local Government (40.0) and Non-profit making organisations (41.7).

Males tend to work longer hours than females (perhaps related to their more senior positions): 45.4 hours compared to 41.6. Those outside the UK tend to work longer hours (average 47.7 hours compared to 44.4 in the UK).

Perhaps unsurprisingly, those earning the highest salaries work the longest hours: those earning £60,000+ work an average 49.1 hours compared to an average 40.4 hours for those earning less than £20,000. Related to this is the fact that those in more senior positions work longer hours (Principals / Owners 48.0 hours, Partners / Executives 49.0).

Interestingly, among those who have the longest working weeks (Fund Management, Residential Development, Facilities Management Service Provider, Property Finance, Construction Contract Manager), there is a mixture of very high and very low job satisfaction. Residential Development contains some of the most satisfied respondents (37% 'very satisfied'), but Facilities Management Service Providers are among the least satisfied: there is not necessarily as clear a correlation between remuneration, working hours and satisfaction as one might expect.

Average working hours



Base: All participants (2007: 4841)

8.4 Job satisfaction

Most property professionals express satisfaction with their present job – 86% are at least ‘fairly satisfied’ (up 1% on 2006) and 29% say that they are very satisfied (up 3% on last year). Nevertheless, this leaves 14% who are ‘not very’ or ‘not at all’ satisfied.

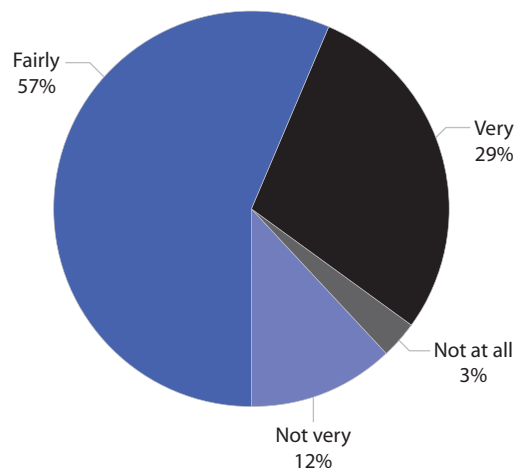
Those at higher organisational levels are more likely to express satisfaction – 95% of Principals / Owners and 89% of Partners / Executives are very / fairly satisfied (although 61% of Principals / Owners are very satisfied versus 38% of Partners / Executives), compared to 84% of Assistants / Probationers, 84% of Staff and 83% of Senior surveyors.

Those earning the most are also more satisfied. 90% of those earning over £60,000 are very / fairly satisfied (including 42% very satisfied) compared to only 79% of those earning under £20,000 (only 25% very satisfied).

Those most likely to be satisfied (90%+ very / fairly) are Construction Contract Managers (94%), Research (94%), Investment Brokerage (93%), Landlord and Tenant (92%), Valuation (92%). Claims and Dispute Resolution (91%) and Residential Development (90%). Those least satisfied (under three quarters very / fairly satisfied) are in Geomatics (71%), Facilities Management In-house (68%), Facilities Management Service Provider (64%) and SHE (63%).

Respondents from Ireland are most satisfied (92% very / fairly), followed by those in the North West / North East of England (88%). Those working in Africa are least satisfied (71%).

Satisfaction with current job



Base: All respondents: 4841

9 Likely Reasons for Leaving Present Employer

9.1 Overview

Reflecting the fact that salary is one of the 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 (66%, up 1% from last year). Other key reasons are likely to be Better career prospects (52%, up 1% on last year) and Better benefits package (38%, up 2%).

Although Management style is one of the top three most important aspects of their job, it actually comes fourth in terms of drivers for change and only 31% (down 2%) say that they might move jobs for this reason.

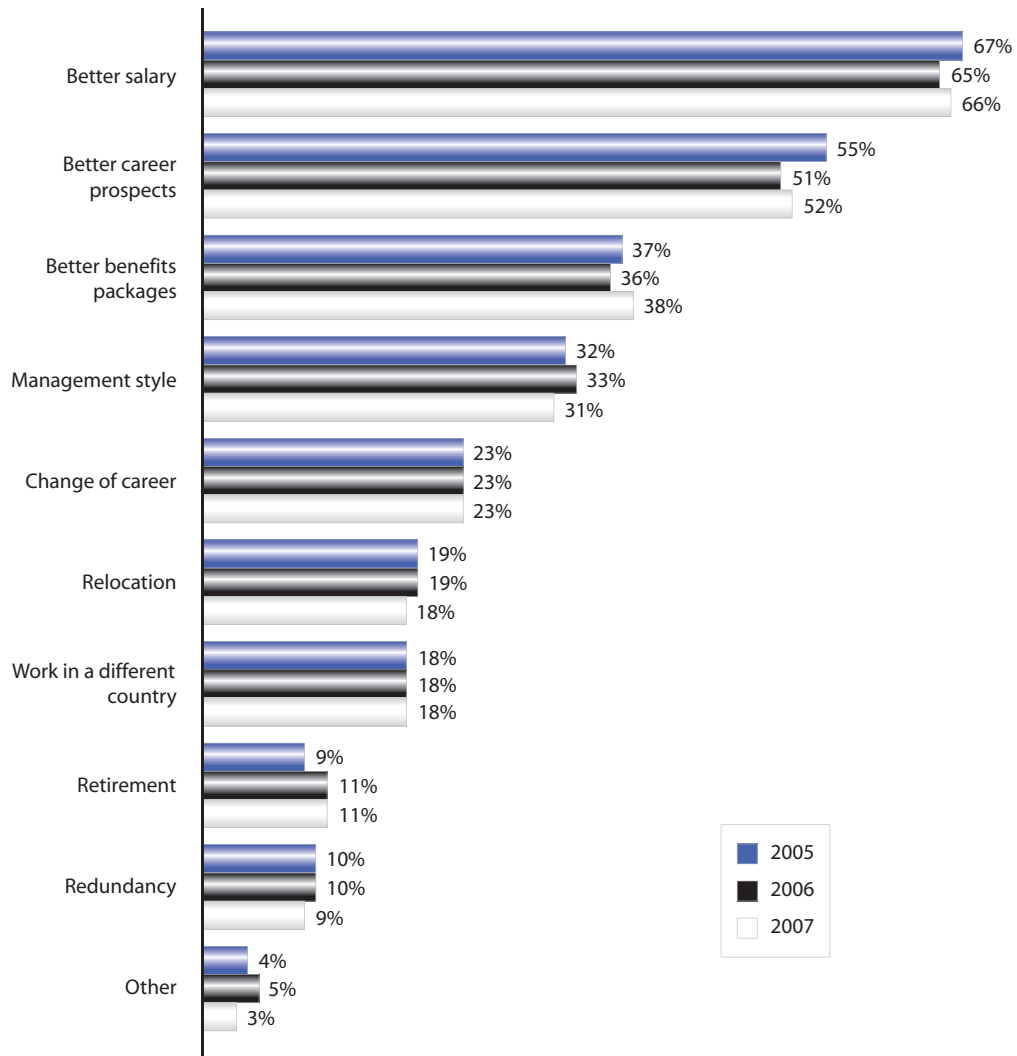
Other reasons for leaving an employer might include a Career change (23%, no change since 2006), the opportunity to Work in a different country (18%, no change) or Relocation (18%, down 1%). Others suggest that they would leave only due to Retirement (11%) or Redundancy (9%).

Despite their differing views on what is important in a job, discussed earlier, men and women agree on the top five things that would make them change employer: Salary, Career prospects, Benefits package, Management style, and Career change. Women however, are more likely to cite Relocation as a motivation (26% compared to 17% for men).

Across age ranges, the most important reasons for changing job remain consistent, except among the 56+ age group where, not surprisingly, Retirement is the most common reason for leaving an employer (60%), followed by Better salary (38%). Unsurprisingly, Career prospects and Career change drop in importance for this group who are most likely to be thinking about the end of their careers and are mentioned by only 14% each.

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 the third most important motivational factor (43% compared to only 15% of UK based property professionals).

Reasons For Leaving Present Employer - % Saying



Base: All giving an answer (2005: 3399, 2006: 5256, 2007: 4778)

9.2 Likelihood to change employers in the next 12 months

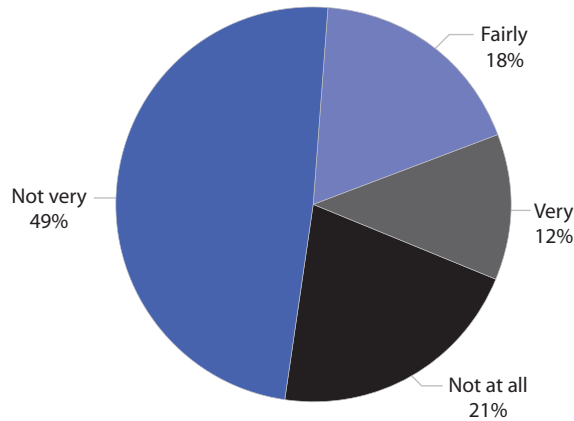
When asked ‘How likely are you to change employers within the next 12 months?’, 70% said they are not very or not at all likely (up 4% from last year). 12% said that they are very likely to change employers – down from 15% last year.

Unsurprisingly, given that salary has been offered as an important motivator, those most likely to change their employer in the next year are those with the lowest salaries (and likely to be at an earlier stage in their careers): 42% of those earning less than £20,000 and 36% of those earning up to £29,999 are planning to change their job this year (very or fairly likely) compared to 23% of those earning more than £60,000.

Female respondents also expressed a greater likelihood to change than their male counterparts (35% and 29% respectively are very or fairly likely to change).

As last year, those involved in Facilities Management, whether in-house or service providers, appear to be most likely to change employers (64% and 62% very or fairly likely), along with those in SHE (56%).

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



Base: All participants (4841)

10

Anticipated changes in Economic Activity over the next 12 months

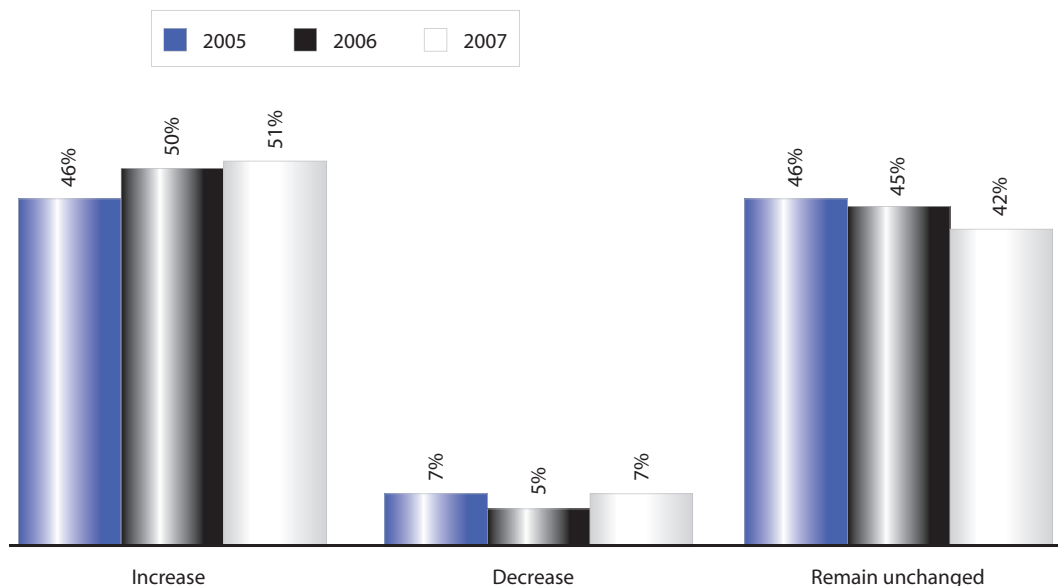
Just over half of the property professionals who responded to the survey (51%, up 1% since 2006) anticipate that the economic activity in their chosen professional activity will increase in the next twelve months. Only 7% anticipate a decrease (up 2%). This continues to illustrate the confidence demonstrated over the few years since the rather depressed period in 2002 and 2003.

Those professional activities where an increase is most commonly anticipated are: Environmental (83%, up 16% on 2006), Architecture (67%) and Construction Contract Manager (67%). Most pessimistic are those in Valuation, Investment Brokerage and Rating (only 33%, 32% and 26% respectively anticipate an increase in activity).

Younger respondents are more optimistic than older: 63% of 18-22 year olds anticipate an increase in economic activity, compared to 49% of those aged over 56.

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 (68% and 49% respectively).

Anticipated changes in Economic Activity over the next 12 months



Base: All participants (2005:3470, 2006: 5329, 2007: 4841)

Anticipated changes in Economic Activity over the next 12 months: By profession

| | % anticipated increase in economic activity |
|--|---|
| All participants | 51% |
| Environmental | 83% |
| Architecture | 67% |
| Construction Contract Manager | 67% |
| Project Management | 64% |
| Facilities Management Service Provider | 63% |
| Claims & Dispute Resolution | 63% |
| Quantity Surveyor | 62% |
| Regeneration | 61% |
| Planner | 59% |
| Office Agent | 58% |
| Property Finance | 58% |
| SHE | 58% |
| Facilities Management In-house | 58% |
| Research | 58% |
| Residential Development | 57% |
| Geomatics | 52% |
| Corporate Property Consultancy | 52% |
| Building Surveying | 48% |
| Commercial Development | 48% |
| Academic | 48% |
| Rural Practice | 47% |
| Property Asset Management | 47% |
| Residential Agent | 47% |
| Estates Surveyor (In House) | 45% |
| Building Control | 40% |
| Fund Management | 39% |
| Landlord & Tenant | 39% |
| General Practice | 39% |
| Industrial Agent | 37% |
| Retail Agent | 35% |
| Valuation | 33% |
| Investment Brokerage | 32% |
| Rating | 26% |

Base: All participants (4841)

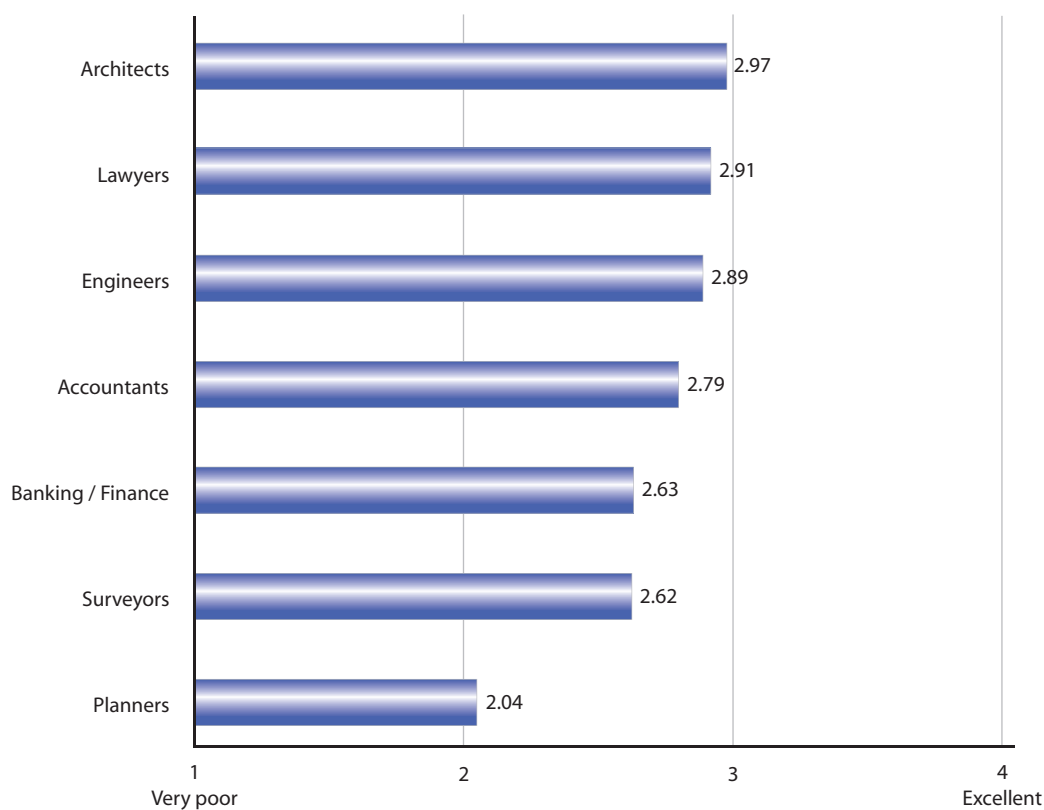
11 Public perceptions of status

This year respondents were asked how they think the public perceive the status of a number of professions: Surveyors, Lawyers, Accountants, Banking / Finance, Engineers, Planners and Architects.

Architects are thought to have the best status, followed by Lawyers, then Engineers, Accountants and Banking / Finance. However, survey participants believe that Surveyors and, particularly, Planners are perceived to have the lowest status. Only 5% believe Surveyors to have an 'excellent' status and only 2% believe this of Planners.

Although 30% of respondents think that Lawyers have an excellent status, compared to 23% of Architects, Architects score better overall, as perceptions of Lawyers are thought to be slightly more polarised.

Mean score: status of each profession (scale of 1-4)



Base: All participants (4841)

12 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

| | | MAIN PROFESSIONAL ACTIVITY | | | | | | | | | | | | | | | | | | | | |
|---|---------------|----------------------------|--------------------|----------------------|----------------|---------------------------|-------------------------|---------------|-----------------------------|----------------------|--------------------------|-----------------|-----------------|-------------|------------------|------------------|----------------------|-------------------|-------------|--------------|--------------|-------------------|
| | Total | 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 | Quantity Surveyor |
| Total: | 4778 | 36 | 461 | 35 | 137 | 50 | 83 | 28 | 275 | 13 | 107 | 104 | 107 | 28 | 252 | 38 | 160 | 98 | 12 | 69 | 138 | 802 |
| Total Base for stats Mean Score | 4753 45856 | 36 38499 | 461 36012 | 34 61849 | 135 66061 | 49 57104 | 82 75585 | 28 44313 | 274 47629 | 13 65092 | 106 47246 | 103 48550 | 105 69229 | 28 43751 | 250 41102 | 38 36066 | 159 47517 | 98 55156 | 12 43249 | 68 44843 | 137 40417 | 798 39488 |
| Total UK Base for stats Mean Score | 4343 44487 | 30 36692 | 456 35959 | 22 56301 | 122 64341 | 27 50049 | 70 63329 | 26 45607 | 260 45983 | 11 64200 | 101 46773 | 95 46673 | 97 67530 | 19 36490 | 242 40078 | 37 36811 | 145 47226 | 96 55003 | 12 43249 | 64 41884 | 132 40436 | 687 37865 |
| Total Elsewhere Base for stats Mean Score | 410 60362 | 6 47532 | 5 40844 | 12 72020 | 13 82196 | 22 65764 | 12 147080 | 2 27500 | 14 78205 | 2 70000 | 5 56800 | 8 70940 | 8 89831 | 9 59078 | 8 72092 | 1 8500 | 14 50527 | 2 62500 | - | 4 92175 | 5 39897 | 111 49530 |
| London/South East Base for stats Mean Score | 1925 50539 | 7 31000 | 180 40057 | 10 62500 | 51 76902 | 12 59158 | 48 67244 | 17 48741 | 102 52776 | 4 68750 | 58 52292 | 53 47951 | 85 68846 | 4 40951 | 96 44505 | 18 35426 | 95 49544 | 50 65489 | 2 44975 | 29 41303 | 76 42033 | 245 41980 |
| South West/Wales Base for stats Mean Score | 409 37652 | 5 29689 | 53 33896 | 1 63615 | 8 51256 | 2 55000 | 2 62750 | 1 38575 | 25 42110 | - | 9 36855 | 8 40475 | - | 1 38380 | 23 33433 | 1 48000 | 9 49944 | 6 41308 | 1 37132 | 3 41333 | 11 41659 | 67 32097 |
| E/W Midlands/East Anglia Base for stats Mean Score | 670 41083 | 6 36887 | 70 34323 | 2 51000 | 22 55673 | 4 42750 | 9 49611 | 2 30500 | 55 44361 | 4 81025 | 12 38062 | 13 42301 | - | 5 39300 | 40 40821 | 12 39193 | 11 36233 | 9 44778 | 6 41983 | 14 33786 | 16 37438 | 92 35190 |
| North West/North East Base for stats Mean Score | 840 39700 | 7 40689 | 111 33379 | 6 43000 | 31 55074 | 3 50250 | 10 57050 | 6 42933 | 50 41207 | 3 35700 | 13 44886 | 14 48597 | 3 32333 | 5 28726 | 55 34722 | 5 38200 | 14 46643 | 23 39352 | 1 40000 | 9 33444 | 14 40486 | 160 36712 |
| Scotland Base for stats Mean Score | 405 39019 | 3 48722 | 34 31252 | 2 52500 | 9 56833 | 5 33034 | 1 62824 | - | 27 33831 | - | 8 33654 | 7 48357 | 8 72188 | 3 42000 | 22 37945 | 1 15000 | 14 41766 | 8 56232 | 1 45000 | 9 64978 | 11 34486 | 88 35668 |

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 | | | | | |
|--|----------------------------|--------------|---------------------|------------------|--------|--------------|-------|----------|-------------------|-----------------|--------------|----------------|-----------|------------------|--------------|-------|-------|--------|----------|----------|----------|----------|----------|----------|-------|
| | Total | Project Mgmt | Property Asset Mgmt | Property Finance | Rating | Regeneration | SHE | Research | Residential Agent | Residential Dev | Retail Agent | Rural Practice | Valuation | Building Control | Architecture | Other | Male | Female | 18 to 22 | 23 to 26 | 27 to 30 | 31 to 35 | 36 to 45 | 46 to 55 | 56+ |
| | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total: | 4778 | 257 | 355 | 62 | 53 | 64 | 61 | 33 | 32 | 92 | 43 | 169 | 349 | 82 | 50 | 43 | 3910 | 868 | 127 | 592 | 670 | 747 | 1374 | 932 | 336 |
| Total Base for stats Mean Score | 4753 | 257 | 355 | 60 | 53 | 64 | 60 | 33 | 32 | 91 | 43 | 168 | 349 | 82 | 50 | 42 | 3890 | 863 | 126 | 591 | 668 | 746 | 1367 | 921 | 334 |
| | 45856 | 50235 | 52961 | 67614 | 40529 | 49691 | 42045 | 44606 | 37672 | 53443 | 50802 | 36414 | 42328 | 33216 | 43295 | 46742 | 47869 | 36786 | 17011 | 25578 | 33683 | 43401 | 53592 | 58319 | 56424 |
| Total UK Base for stats Mean Score | 4343 | 210 | 331 | 49 | 53 | 64 | 59 | 31 | 31 | 85 | 43 | 167 | 315 | 82 | 38 | 34 | 3531 | 812 | 116 | 558 | 612 | 673 | 1247 | 847 | 290 |
| | 44487 | 48469 | 51966 | 68641 | 40529 | 49691 | 41741 | 45032 | 37048 | 54033 | 50802 | 36213 | 41390 | 33216 | 42767 | 45789 | 46141 | 37296 | 17217 | 25382 | 33691 | 43067 | 51956 | 55603 | 53647 |
| Total Elsewhere Base for stats Mean Score | 410 | 47 | 24 | 11 | - | - | 1 | 2 | 1 | 6 | - | 1 | 34 | - | 12 | 8 | 359 | 51 | 10 | 33 | 56 | 73 | 120 | 74 | 44 |
| | 60362 | 58125 | 66682 | 63035 | - | - | 60000 | 38000 | 57000 | 45083 | - | 70000 | 51022 | - | 44967 | 50791 | 64865 | 28666 | 14620 | 28884 | 33593 | 46476 | 70591 | 89409 | 74726 |
| London/South East Base for stats Mean Score | 1925 | 102 | 178 | 38 | 14 | 23 | 32 | 27 | 11 | 47 | 23 | 30 | 103 | 21 | 17 | 17 | 1520 | 405 | 48 | 254 | 291 | 310 | 529 | 357 | 136 |
| | 50539 | 55164 | 57306 | 68192 | 42688 | 50409 | 45639 | 47922 | 34609 | 59469 | 54348 | 44581 | 43137 | 39011 | 47853 | 51261 | 52595 | 42823 | 20039 | 28289 | 37204 | 48801 | 60921 | 64390 | 58610 |
| South West/Wales Base for stats Mean Score | 409 | 22 | 22 | 3 | 6 | 7 | 5 | - | 4 | 5 | 1 | 40 | 43 | 6 | 4 | 5 | 344 | 65 | 13 | 48 | 43 | 63 | 124 | 82 | 36 |
| | 37652 | 39747 | 45044 | 51693 | 39817 | 43411 | 40960 | - | 33000 | 46400 | 22000 | 32222 | 41121 | 36316 | 30125 | 25300 | 38809 | 31526 | 15808 | 22751 | 28270 | 34831 | 43650 | 43786 | 46915 |
| E/W Midlands/East Anglia Base for stats Mean Score | 670 | 30 | 50 | 3 | 4 | 16 | 8 | 1 | 5 | 12 | 6 | 47 | 60 | 13 | 7 | 4 | 560 | 110 | 14 | 82 | 100 | 87 | 202 | 140 | 45 |
| | 41083 | 46233 | 49404 | 72350 | 32125 | 49961 | 34588 | 30000 | 32600 | 47000 | 48167 | 36774 | 41476 | 29998 | 42786 | 57875 | 42736 | 32865 | 16150 | 22298 | 30914 | 38747 | 45450 | 51646 | 57712 |
| North West/North East Base for stats Mean Score | 840 | 37 | 53 | 2 | 14 | 16 | 9 | 2 | 9 | 12 | 10 | 27 | 69 | 27 | 6 | 4 | 700 | 140 | 26 | 108 | 109 | 126 | 238 | 180 | 53 |
| | 39700 | 41325 | 43548 | 55000 | 46767 | 52786 | 36744 | 28300 | 44467 | 48732 | 56750 | 33159 | 39967 | 32840 | 38356 | 36350 | 41143 | 32483 | 14592 | 23997 | 30884 | 39131 | 45382 | 49474 | 44785 |
| Scotland Base for stats Mean Score | 405 | 14 | 25 | 1 | 15 | 2 | 4 | - | 1 | 8 | 1 | 23 | 31 | 12 | 3 | 4 | 332 | 73 | 8 | 46 | 53 | 75 | 134 | 73 | 16 |
| | 39019 | 40489 | 43307 | 85000 | 35218 | 36500 | 41016 | - | 60000 | 43375 | 15000 | 34677 | 35871 | 29114 | 37167 | 45500 | 40927 | 30345 | 15102 | 22034 | 29507 | 37354 | 45443 | 48652 | 41378 |

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 | Asia | |
| Total: | 4778 | 700 | 1077 | 733 | 1187 | 1081 | 4365 | 413 | 1239 | 698 | 410 | 168 | 503 | 845 | 407 | 95 | 67 | 99 | 52 | 114 | 31 | 50 | |
| Total Base for stats Mean Score | 4753 45856 | 699 25990 | 1075 36238 | 731 46890 | 1180 53290 | 1068 59618 | 4343 44487 | 410 60362 | 1232 51711 | 693 48456 | 409 37652 | 168 39534 | 502 41601 | 840 39700 | 405 39019 | 94 40882 | 67 72063 | 99 59450 | 52 49026 | 113 62559 | 29 43589 | 50 63040 | |
| Total UK Base for stats Mean Score | 4343 44487 | 645 25539 | 987 35680 | 671 46475 | 1078 52159 | 962 56242 | 4343 44487 | - | 1232 51711 | 693 48456 | 409 37652 | 168 39534 | 502 41601 | 840 39700 | 405 39019 | 94 40882 | - | - | - | - | - | - | - |
| Total Elsewhere Base for stats Mean Score | 410 60362 | 54 31378 | 88 42499 | 60 51532 | 102 65239 | 106 90262 | - | 410 60362 | - | - | - | - | - | - | - | - | 67 72063 | 99 59450 | 52 49026 | 113 62559 | 29 43589 | 50 63040 | |
| London/South East Base for stats Mean Score | 1925 50539 | 305 28687 | 446 40793 | 313 53891 | 455 59987 | 406 64489 | 1925 50539 | - | 1232 51711 | 693 48456 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| South West/Wales Base for stats Mean Score | 409 37652 | 56 22144 | 82 30297 | 59 38157 | 109 43747 | 103 45198 | 409 37652 | - | - | 409 37652 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| E/W Mids/East Anglia Base for stats Mean Score | 670 41083 | 100 24815 | 157 31738 | 94 42032 | 167 47268 | 152 54053 | 670 41083 | - | - | - | - | 168 39534 | 502 41601 | - | - | - | - | - | - | - | - | - | - |
| North West/North East Base for stats Mean Score | 840 39700 | 114 22094 | 193 31225 | 123 40437 | 211 46923 | 199 49891 | 840 39700 | - | - | - | - | - | - | 840 39700 | - | - | - | - | - | - | - | - | - |
| Scotland Base for stats Mean Score | 405 39019 | 52 21919 | 82 33304 | 69 36542 | 114 45563 | 88 47890 | 405 39019 | - | - | - | - | - | - | - | 405 39019 | - | - | - | - | - | - | - | - |

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.) Base: All who are currently employed (*Other not shown due to low base)

| | SALARY | | | | | | | | | | LEVEL OF RESPONSIBILITY | | | | | | | | | | EMPLOYERS MAIN ACTIVITY | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------------|--------|------|-----------------|-----------------|-----------------|-------|------|-------|------|------------|-------------------------|-----------|--------|-----------|-----------|-----------|----------|------|-----------|--------------|-------------------------|-------|-----------------|-----------------|-----------------|-------|-------|-------|-------|------------|------------|-----------|--------|-----------|-----------|-----------|----------|-------|-----------|--------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|
| | Total | <20k | £20k- £29999 | £30k- £39999 | £40k- £59999 | £60k+ | Asst | Staff | Snr | Assoc/ Mgr | Part/ Exec | Principal | Other* | Comm./Ind | Surv Prac | Inv/ Devt | Fin Serv | Govt | Education | Non - profit | Total | <20k | £20k- £29999 | £30k- £39999 | £40k- £59999 | £60k+ | Asst | Staff | Snr | Assoc/ Mgr | Part/ Exec | Principal | Other* | Comm./Ind | Surv Prac | Inv/ Devt | Fin Serv | Govt | Education | Non - profit | | | | | | | | | | | | | | | | | | | | |
| Total: | 4778 | 308 | 823 | 1220 | 1433 | 969 | 406 | 947 | 1040 | 1406 | 735 | 243 | 1 | 2344 | 720 | 590 | 207 | 683 | 78 | 141 | 4753 | 308 | 823 | 1220 | 1433 | 969 | 403 | 946 | 1037 | 1403 | 724 | 239 | 2332 | 715 | 586 | 204 | 682 | 78 | 141 | 45856 | 15561 | 24816 | 34421 | 47005 | 86055 | 20688 | 28981 | 40798 | 47894 | 71716 | 86857 | 61748 | 57644 | 38468 | 44630 | 41401 | | | | |
| Total UK | 4343 | 260 | 778 | 1172 | 1327 | 806 | 382 | 877 | 926 | 1295 | 649 | 213 | | 2137 | 628 | 508 | 183 | 662 | 76 | 136 | 44487 | 15998 | 24849 | 34478 | 46887 | 83235 | 20840 | 28838 | 39097 | 47022 | 70132 | 81332 | 81332 | 41525 | 45857 | 60013 | 56543 | 38377 | 44054 | 40511 | 44487 | 15998 | 24849 | 34478 | 46887 | 83235 | 20840 | 28838 | 39097 | 47022 | 70132 | 81332 | 81332 | 41525 | 45857 | 60013 | 56543 | 38377 | 44054 | 40511 |
| Total Elsewhere | 410 | 48 | 45 | 48 | 106 | 163 | 21 | 69 | 111 | 108 | 75 | 26 | | 195 | 87 | 78 | 21 | 20 | 2 | 5 | 60362 | 13193 | 24254 | 33015 | 48481 | 100k | 17912 | 30794 | 54988 | 58357 | 85416 | 132120 | | 54250 | 65425 | 73049 | 67233 | 41474 | 66500 | | 60362 | 13193 | 24254 | 33015 | 48481 | 100k | 17912 | 30794 | 54988 | 58357 | 85416 | 132120 | | 54250 | 65425 | 73049 | 67233 | 41474 | 66500 | |
| London/South East | 1925 | 61 | 281 | 429 | 639 | 515 | 166 | 354 | 369 | 611 | 324 | 101 | | 935 | 289 | 297 | 96 | 222 | 21 | 56 | 50539 | 16478 | 24991 | 34503 | 47622 | 85491 | 31607 | 42793 | 51733 | 77301 | 96108 | | 45981 | 51842 | 66026 | 63896 | 43338 | 49031 | 44392 | 1925 | 61 | 281 | 429 | 639 | 515 | 166 | 354 | 369 | 611 | 324 | 101 | | 935 | 289 | 297 | 96 | 222 | 21 | 56 | |
| South West/Wales | 409 | 32 | 89 | 132 | 119 | 37 | 33 | 88 | 96 | 118 | 59 | 15 | | 196 | 44 | 33 | 20 | 89 | 7 | 19 | 37652 | 15339 | 24965 | 34608 | 46446 | 70041 | 18507 | 27016 | 35187 | 41379 | 55351 | 59000 | | 37015 | 37710 | 48986 | 39219 | 35458 | 37117 | 33624 | 409 | 32 | 89 | 132 | 119 | 37 | 33 | 88 | 96 | 118 | 59 | 15 | | 196 | 44 | 33 | 20 | 89 | 7 | 19 |
| E/W Midlands/East Anglia | 670 | 46 | 136 | 201 | 197 | 90 | 59 | 140 | 148 | 202 | 82 | 38 | | 339 | 87 | 56 | 27 | 113 | 20 | 26 | 41083 | 15964 | 24335 | 34575 | 46096 | 82787 | 26890 | 36956 | 43811 | 66397 | 74504 | | 39474 | 42351 | 55255 | 49873 | 35872 | 41526 | 41210 | 670 | 46 | 136 | 201 | 197 | 90 | 59 | 140 | 148 | 202 | 82 | 38 | | 339 | 87 | 56 | 27 | 113 | 20 | 26 | |
| North West/North East | 840 | 69 | 163 | 265 | 239 | 104 | 74 | 174 | 211 | 222 | 120 | 39 | | 433 | 119 | 78 | 28 | 141 | 18 | 23 | 39700 | 15994 | 24634 | 34432 | 45974 | 78043 | 26707 | 36735 | 42423 | 63113 | 66966 | | 37495 | 41414 | 50591 | 45870 | 37908 | 41749 | 37272 | 840 | 69 | 163 | 265 | 239 | 104 | 74 | 174 | 211 | 222 | 120 | 39 | | 433 | 119 | 78 | 28 | 141 | 18 | 23 | |
| Scotland | 405 | 36 | 80 | 137 | 109 | 43 | 38 | 93 | 84 | 125 | 50 | 15 | | 181 | 72 | 37 | 9 | 87 | 6 | 12 | 39019 | 15987 | 25575 | 34280 | 46308 | 79938 | 18623 | 27797 | 43009 | 63121 | 64930 | | 37148 | 38689 | 54079 | 62167 | 34078 | 44361 | 38001 | 405 | 36 | 80 | 137 | 109 | 43 | 38 | 93 | 84 | 125 | 50 | 15 | | 181 | 72 | 37 | 9 | 87 | 6 | 12 | |

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

| | | MAIN PROFESSIONAL ACTIVITY | | | | | | | | | | | | | | | | | | | | Quantity Surveyor |
|--------------|------------|----------------------------|----------------------|----------------|---------------------------|-------------------------|---------------|-----------------------------|--------------------------|----------------------|--------------------------|-----------------|-----------------|------------|------------------|------------------|----------------------|-------------------|----------|--------------|------------|-------------------|
| Total | Academic | Building Surveying | Claims & Dispute Res | Commercial Dev | Construction Contract Mgr | Corporate Property Cons | Environmental | Estates Surveyor (In House) | Facilities Mgmt 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 | |
| 406 | 2 | 59 | - | 2 | 1 | 1 | - | 8 | - | - | 1 | 1 | 8 | 1 | 39 | 5 | 20 | 5 | - | 12 | 9 | 127 |
| 403 20688 | 2 17000 | 59 20100 | - | 2 22000 | 1 24420 | 1 24500 | - | 8 24985 | - | - | 1 21000 | 1 24000 | 8 25625 | 1 26000 | 38 20845 | 5 17000 | 20 23625 | 5 19700 | - | 11 20409 | 9 28807 | 126 19313 |
| 382 20840 | 2 17000 | 59 20100 | - | 2 22000 | 1 24420 | 1 24500 | - | 7 27244 | - | - | 1 21000 | 1 24000 | 8 25625 | 1 26000 | 38 20845 | 4 19125 | 19 23579 | 5 19700 | - | 11 20409 | 8 23050 | 117 19454 |
| 21 17912 | - | - | - | - | - | - | - | 1 9171 | - | - | - | - | - | - | - | 1 8500 | 1 24500 | - | - | - | 1 74860 | 9 17488 |
| 166 23774 | 2 17000 | 25 23015 | - | 1 26000 | - | 1 24500 | - | 2 38390 | - | - | - | 1 24000 | 8 25625 | - | 17 23694 | 3 20500 | 14 25000 | 2 22000 | - | 4 21250 | 6 23983 | 43 21627 |
| 33 18507 | - | 6 17333 | - | - | - | - | - | 1 20000 | - | - | 1 21000 | - | - | - | 3 19167 | - | - | - | - | - | - | 12 18208 |
| 59 19463 | - | 8 19521 | - | 1 18000 | - | - | - | 2 23464 | - | - | - | - | - | - | 4 19625 | - | 1 20500 | 1 17000 | - | 5 20100 | - | 18 18578 |
| 74 18200 | - | 14 18089 | - | - | - | - | - | 1 25000 | - | - | - | - | - | - | 8 17500 | - | 3 20000 | - | - | 1 22000 | - | 29 17822 |
| 38 18623 | - | 5 17020 | - | - | 1 24420 | - | - | 1 20000 | - | - | - | - | - | 1 26000 | 5 19660 | 1 15000 | 1 17500 | 2 18750 | - | 1 17000 | 2 20250 | 8 18265 |

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

| | MAIN PROFESSIONAL ACTIVITY | | | | | | | | | | | | | | | | | GENDER | | AGE | | | | | |
|---|----------------------------|--------------|---------------------|------------------|------------|--------------|-----|------------|-------------------|-----------------|--------------|----------------|-------------|------------------|--------------|-------------|--------------|--------------|-------------|--------------|-------------|-------------|-------------|----------|-----|
| | Total | Project Mgmt | Property Asset Mgmt | Property Finance | Rating | Regeneration | SHE | Research | Residential Agent | Residential Dev | Retail Agent | Rural Practice | Valuation | Building Control | Architecture | Other | Male | Female | 18 to 22 | 23 to 26 | 27 to 30 | 31 to 35 | 36 to 45 | 46 to 55 | 56+ |
| | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total: | 406 | 9 | 8 | 1 | 4 | 1 | - | 1 | 3 | 5 | 5 | 28 | 29 | 9 | - | 2 | 303 | 103 | 92 | 188 | 75 | 32 | 19 | - | |
| Total Base for stats Mean Score | 403 20688 | 9 21389 | 8 21617 | 1 20000 | 4 25625 | 1 22000 | - | 1 28000 | 3 20000 | 5 24400 | 5 21000 | 28 19234 | 29 20536 | 9 18851 | - | 2 27250 | 301 20396 | 102 21550 | 91 16263 | 188 21018 | 74 23814 | 31 21592 | 19 24962 | - | |
| Total UK Base for stats Mean Score | 382 20840 | 7 24286 | 6 25042 | 1 20000 | 4 25625 | 1 22000 | - | 1 28000 | 3 20000 | 5 24400 | 5 21000 | 28 19234 | 25 21560 | 9 18851 | - | 2 27250 | 285 20462 | 97 21951 | 82 16572 | 183 21180 | 70 23094 | 29 22288 | 18 25737 | - | |
| Total Elsewhere Base for stats Mean Score | 21 17912 | 2 11250 | 2 11344 | - | - | - | - | - | - | - | - | - | 4 14136 | - | - | 16 19210 | 5 13759 | 5 15100 | 9 13445 | 5 15100 | 4 36414 | 2 11500 | 1 11000 | - | |
| London/South East Base for stats Mean Score | 166 23774 | 4 28625 | 3 28167 | - | 2 24750 | 1 22000 | - | 1 28000 | 1 25000 | 3 31167 | 2 29000 | 3 24167 | 12 24848 | 4 22275 | - | 1 27000 | 121 23130 | 45 19246 | 33 19246 | 82 23659 | 36 25853 | 10 26770 | 5 34600 | - | |
| South West/Wales Base for stats Mean Score | 33 18507 | 1 14500 | - | - | - | - | - | - | 1 14000 | - | - | 5 19750 | 2 17493 | - | - | 1 27500 | 26 18683 | 7 17855 | 5 12500 | 16 18959 | 7 20557 | 4 19996 | 1 21000 | - | |
| E/W Midlands/East Anglia Base for stats Mean Score | 59 19463 | - | - | - | 2 26500 | - | - | - | 1 21000 | 1 18500 | 1 12000 | 10 18480 | 3 22667 | 1 18993 | - | - | 44 19561 | 15 19175 | 10 16175 | 32 19326 | 10 21825 | 4 19483 | 3 23976 | - | |
| North West/North East Base for stats Mean Score | 74 18200 | 1 23000 | 1 21000 | 1 20000 | - | - | - | - | - | 1 10000 | 1 20000 | 8 17344 | 2 22000 | 3 17662 | - | - | 55 18011 | 19 18750 | 22 14655 | 28 19391 | 11 19409 | 8 20844 | 5 20249 | - | |
| Scotland Base for stats Mean Score | 38 18623 | - | 2 22375 | - | - | - | - | - | - | - | 1 15000 | 2 21875 | 5 15350 | - | - | 31 18401 | 7 19607 | 6 14969 | 21 18694 | 4 18800 | 3 18000 | 4 24025 | - | | |

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.) Base: All Assistants / Probationers (*Other not shown due to low base)

| | SALARY | | | | | | | | | | LEVEL OF RESPONSIBILITY | | | | | | | | | | EMPLOYERS MAIN ACTIVITY | | | | | | | | | | | | | | | | | | | |
|---|--------|-------|-------------|-------------|-------------|-------|------|-------|-----|------------|-------------------------|-----------|--------|-----------|-----------|-----------|----------|------|-----------|--------------|-------------------------|-------|-------------|-------------|-------------|-------|------|-------|-----|------------|------------|-----------|--------|-----------|-----------|-----------|----------|------|-----------|--------------|
| | Total | <£20k | £20k-£29999 | £30k-£39999 | £40k-£59999 | £60k+ | Asst | Staff | Sup | Assoc/ Mgr | Part/ Exec | Principal | Other* | Comm./Ind | Surv Prac | Inv/ Devt | Fin Serv | Govt | Education | Non - profit | Total | <£20k | £20k-£29999 | £30k-£39999 | £40k-£59999 | £60k+ | Asst | Staff | Sup | Assoc/ Mgr | Part/ Exec | Principal | Other* | Comm./Ind | Surv Prac | Inv/ Devt | Fin Serv | Govt | Education | Non - profit |
| Total: | 406 | 172 | 209 | 17 | 4 | 1 | 406 | - | - | - | - | - | - | 280 | 41 | 35 | 5 | 39 | - | 3 | 406 | 172 | 209 | 17 | 4 | 1 | 406 | - | - | - | - | - | - | 280 | 41 | 35 | 5 | 39 | - | 3 |
| Total Base for stats Mean Score | 403 | 172 | 209 | 17 | 4 | 1 | 403 | - | - | - | - | - | - | 277 | 41 | 35 | 5 | 39 | - | 3 | 403 | 172 | 209 | 17 | 4 | 1 | 403 | - | - | - | - | - | 277 | 41 | 35 | 5 | 39 | - | 3 | |
| Total UK Base for stats Mean Score | 382 | 156 | 206 | 17 | 3 | - | 382 | - | - | - | - | - | - | 265 | 39 | 32 | 4 | 37 | - | 3 | 382 | 156 | 206 | 17 | 3 | - | 382 | - | - | - | - | - | 265 | 39 | 32 | 4 | 37 | - | 3 | |
| Total Elsewhere Base for stats Mean Score | 21 | 16 | 3 | - | 1 | 1 | 21 | - | - | - | - | - | - | 12 | 2 | 3 | 1 | 2 | - | - | 21 | 16 | 3 | - | 1 | 1 | 21 | - | - | - | - | 12 | 2 | 3 | 1 | 2 | - | - | | |
| London/South East Base for stats Mean Score | 166 | 35 | 111 | 17 | 3 | - | 166 | - | - | - | - | - | - | 112 | 16 | 22 | 3 | 11 | - | 1 | 166 | 35 | 111 | 17 | 3 | - | 166 | - | - | - | - | 112 | 16 | 22 | 3 | 11 | - | 1 | | |
| South West/Wales Base for stats Mean Score | 33 | 19 | 14 | - | - | - | 33 | - | - | - | - | - | - | 22 | 3 | - | 1 | 6 | - | 1 | 33 | 19 | 14 | - | - | - | 33 | - | - | - | - | 22 | 3 | 1 | 6 | - | 1 | | | |
| E/W Midlands/East Anglia Base for stats Mean Score | 59 | 28 | 31 | - | - | - | 59 | - | - | - | - | - | - | 45 | 4 | 1 | - | 8 | - | - | 59 | 28 | 31 | - | - | - | 59 | - | - | - | - | 45 | 4 | 1 | 8 | - | - | | | |
| North West/North East Base for stats Mean Score | 74 | 41 | 33 | - | - | - | 74 | - | - | - | - | - | - | 53 | 11 | 4 | - | 5 | - | 1 | 74 | 41 | 33 | - | - | - | 74 | - | - | - | - | 53 | 11 | 4 | 5 | - | 1 | | | |
| Scotland Base for stats Mean Score | 38 | 24 | 14 | - | - | - | 38 | - | - | - | - | - | - | 25 | 4 | 4 | - | 5 | - | - | 38 | 24 | 14 | - | - | - | 38 | - | - | - | - | 25 | 4 | 4 | 5 | - | - | | | |

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

| | | MAIN PROFESSIONAL ACTIVITY | | | | | | | | | | | | | | | | | | | | | |
|---|--|----------------------------|--------------------|----------------------|----------------|---------------------------|-------------------------|----------------|-----------------------------|--------------------------|----------------------|--------------------------|-----------------|-----------------|-----------|------------------|------------------|----------------------|-------------------|----------|--------------|---------|-------------------|
| | | Academic | Building Surveying | Claims & Dispute Res | Commercial Dev | Construction Contract Mgr | Corporate Property Cons | Environ-mental | Estates Surveyor (In House) | Facilities Mgmt 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 | Quantity Surveyor |
| Total: | | 947 | 137 | 2 | 17 | 3 | 9 | 5 | 47 | - | - | 9 | 7 | 7 | 8 | 49 | 9 | 33 | 21 | 1 | 20 | 30 | 195 |
| Total Base for stats Mean Score | | 946 | 137 | 2 | 17 | 3 | 9 | 5 | 46 | - | - | 9 | 7 | 7 | 8 | 49 | 9 | 33 | 21 | 1 | 20 | 30 | 195 |
| Total UK Base for stats Mean Score | | 28981 | 27909 | 25620 | 32226 | 41100 | 30767 | 22340 | 30427 | - | - | 28964 | 30394 | 30643 | 29004 | 25197 | 22519 | 28524 | 26397 | 30900 | 24738 | 29330 | 29738 |
| Total Elsewhere Base for stats Mean Score | | 877 | 133 | 1 | 17 | 2 | 9 | 4 | 44 | - | - | 9 | 7 | 7 | 6 | 49 | 9 | 29 | 20 | 1 | 18 | 28 | 165 |
| | | 28838 | 27579 | 23000 | 32226 | 34250 | 30767 | 25425 | 30828 | - | - | 28964 | 30394 | 30643 | 27338 | 25197 | 22519 | 28603 | 26467 | 30900 | 24419 | 29146 | 28996 |
| Total Elsewhere Base for stats Mean Score | | 69 | 4 | 1 | - | 1 | - | 1 | 2 | - | - | - | - | - | 2 | - | - | 4 | 1 | - | 2 | 2 | 30 |
| | | 30794 | 38884 | 28240 | - | 54800 | - | 10000 | 21600 | - | - | - | - | - | 34000 | - | - | 27950 | 25000 | - | 27600 | 31903 | 33819 |
| London/South East Base for stats Mean Score | | 354 | 45 | - | 6 | 1 | 8 | 3 | 15 | - | - | 4 | 5 | 5 | 1 | 18 | 3 | 21 | 12 | - | 9 | 12 | 63 |
| | | 31607 | 30757 | - | 32100 | 50000 | 30363 | 26700 | 31926 | - | - | 34625 | 32100 | 34500 | 27500 | 28685 | 24058 | 29952 | 28854 | - | 26478 | 30801 | 31974 |
| South West/Wales Base for stats Mean Score | | 88 | 17 | - | - | - | - | - | 4 | - | - | 1 | - | - | - | 5 | - | 1 | - | - | - | 3 | 17 |
| | | 27016 | 25965 | - | - | - | - | - | 31015 | - | - | 28000 | - | - | - | 20800 | - | 22000 | - | - | - | 25687 | 27267 |
| E/W Midlands/East Anglia Base for stats Mean Score | | 140 | 25 | - | 3 | - | 1 | - | 7 | - | - | 1 | - | - | - | 9 | 5 | 2 | - | 1 | 5 | 6 | 27 |
| | | 26890 | 27102 | - | 27333 | - | 34000 | - | 30934 | - | - | 15450 | - | - | - | 22311 | 22700 | 28000 | - | 30900 | 20500 | 26983 | 27017 |
| North West/North East Base for stats Mean Score | | 174 | 32 | 1 | 6 | - | - | 1 | 11 | - | - | - | 1 | 1 | 3 | 14 | 1 | 1 | 8 | - | 3 | 3 | 32 |
| | | 26707 | 25658 | 23000 | 30375 | - | - | 21600 | 32354 | - | - | - | 17255 | 18000 | 27177 | 25145 | 17000 | 26000 | 22887 | - | 23917 | 24167 | 26855 |
| Scotland Base for stats Mean Score | | 93 | 12 | - | 1 | 1 | - | - | 7 | - | - | 3 | 1 | - | 1 | 3 | - | 3 | - | - | 1 | 2 | 18 |
| | | 27797 | 25896 | - | 35000 | 18500 | - | - | 25867 | - | - | 26243 | 35000 | - | 30000 | 20500 | - | 23833 | - | - | 27000 | 22000 | 28236 |

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

| | MAIN PROFESSIONAL ACTIVITY | | | | | | | | | | | | | | | | GENDER | | AGE | | | | | | |
|---|----------------------------|--------------|---------------------|------------------|--------|--------------|-------|----------|-------------------|-----------------|--------------|----------------|-----------|------------------|--------------|-------|--------|--------|----------|----------|----------|----------|----------|----------|-------|
| | Total | Project Mgmt | Property Asset Mgmt | Property Finance | Rating | Regeneration | SHE | Research | Residential Agent | Residential Dev | Retail Agent | Rural Practice | Valuation | Building Control | Architecture | Other | Male | Female | 18 to 22 | 23 to 26 | 27 to 30 | 31 to 35 | 36 to 45 | 46 to 55 | 56+ |
| | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total: | 947 | 43 | 41 | 5 | 9 | 14 | 5 | 12 | 6 | 17 | 9 | 28 | 98 | 25 | 9 | 10 | 688 | 259 | 28 | 324 | 246 | 112 | 133 | 83 | 21 |
| Total Base for stats Mean Score | 946 | 43 | 41 | 5 | 9 | 14 | 5 | 12 | 6 | 17 | 9 | 28 | 98 | 25 | 9 | 10 | 687 | 259 | 28 | 324 | 246 | 112 | 133 | 82 | 21 |
| Total UK Base for stats Mean Score | 28981 | 32935 | 28617 | 57000 | 24567 | 27779 | 37882 | 28167 | 20600 | 26953 | 27333 | 24674 | 31367 | 28538 | 27833 | 28145 | 29701 | 27070 | 17613 | 25742 | 26582 | 30842 | 34945 | 33586 | 33089 |
| Total Elsewhere Base for stats Mean Score | 877 | 38 | 38 | 5 | 9 | 14 | 5 | 11 | 6 | 16 | 9 | 28 | 90 | 25 | 9 | 10 | 640 | 237 | 27 | 305 | 222 | 102 | 124 | 76 | 21 |
| Total London/South East Base for stats Mean Score | 28838 | 33847 | 28396 | 57000 | 24567 | 27779 | 37882 | 27455 | 20600 | 27575 | 27333 | 24674 | 31918 | 28538 | 27833 | 28145 | 29373 | 27392 | 17331 | 25591 | 28808 | 30098 | 34452 | 34017 | 33089 |
| Total South West/Wales Base for stats Mean Score | 69 | 5 | 3 | - | - | - | - | 1 | - | 1 | - | - | 8 | - | - | - | 47 | 22 | 1 | 19 | 24 | 10 | 9 | 6 | - |
| Total E/W Midlands/East Anglia Base for stats Mean Score | 30794 | 26006 | 31427 | - | - | - | - | 36000 | - | 17000 | - | - | 25170 | - | - | - | 34161 | 23603 | 25200 | 28167 | 26490 | 38430 | 41739 | 28123 | - |
| Total North West/North East Base for stats Mean Score | 354 | 13 | 21 | 5 | 3 | 6 | 1 | 9 | 2 | 10 | 6 | 5 | 31 | 1 | 5 | 4 | 254 | 100 | 11 | 135 | 95 | 38 | 46 | 25 | 4 |
| Total South West/Wales Base for stats Mean Score | 31607 | 41260 | 29119 | 57000 | 22200 | 28000 | 18630 | 29767 | 27500 | 29120 | 30500 | 26795 | 34381 | 45000 | 33800 | 37988 | 31943 | 30756 | 20341 | 27997 | 31606 | 32318 | 41238 | 37405 | 30738 |
| Total E/W Midlands/East Anglia Base for stats Mean Score | 88 | 8 | 1 | - | 2 | 3 | 1 | - | - | - | 1 | 7 | 11 | 1 | 1 | 3 | 68 | 20 | 7 | 28 | 14 | 11 | 14 | 12 | 2 |
| Total North West/North East Base for stats Mean Score | 27016 | 31537 | 20500 | - | 26950 | 26467 | 48000 | - | - | - | 22000 | 23371 | 31934 | 30840 | 16000 | 22333 | 28246 | 22833 | 16143 | 23623 | 26425 | 32000 | 29453 | 33555 | 33000 |
| Total Scotland Base for stats Mean Score | 140 | 5 | 3 | - | - | 3 | 1 | - | 1 | 2 | - | 6 | 17 | 6 | 2 | 1 | 102 | 38 | 2 | 45 | 35 | 17 | 26 | 9 | 6 |
| Total Base for stats Mean Score | 26890 | 28904 | 22767 | - | - | 28500 | 25000 | - | 28000 | 21750 | - | 23958 | 33252 | 27916 | 21250 | 15500 | 27477 | 25316 | 13500 | 23476 | 26736 | 28348 | 30541 | 32406 | 29629 |
| Total Base for stats Mean Score | 174 | 8 | 5 | - | 1 | 2 | 2 | 1 | 2 | 2 | - | 6 | 20 | 5 | - | 1 | 139 | 35 | 4 | 60 | 46 | 18 | 20 | 19 | 7 |
| Total Scotland Base for stats Mean Score | 26707 | 27860 | 25000 | - | 17100 | 28000 | 48890 | 18600 | 15000 | 27000 | - | 23342 | 29463 | 28520 | - | 12000 | 27500 | 23557 | 14250 | 23738 | 26048 | 27247 | 30139 | 32637 | 36306 |
| Total Base for stats Mean Score | 93 | 4 | 7 | - | 3 | - | - | - | - | 2 | - | 4 | 7 | 10 | 1 | 1 | 62 | 31 | 2 | 23 | 24 | 15 | 17 | 10 | 2 |
| Total Base for stats Mean Score | 27797 | 32528 | 32676 | - | 27833 | - | - | - | - | 26250 | - | 27375 | 30714 | 27552 | 23000 | 35000 | 28812 | 25767 | 15500 | 24956 | 25876 | 29665 | 31406 | 30628 | 37000 |

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 | Asia |
| Total: | 947 | 289 | 389 | 108 | 91 | 70 | 878 | 69 | 247 | 107 | 88 | 37 | 103 | 175 | 93 | 28 | 12 | 11 | 8 | 22 | 10 | 6 |
| Total Base for stats Mean Score | 946 | 289 | 389 | 108 | 90 | 70 | 877 | 69 | 247 | 107 | 88 | 37 | 103 | 174 | 93 | 28 | 12 | 11 | 8 | 22 | 10 | 6 |
| | 28981 | 25018 | 28407 | 31820 | 34706 | 36783 | 28838 | 30794 | 32628 | 29252 | 27016 | 27218 | 26772 | 26707 | 27797 | 25989 | 33951 | 28445 | 29805 | 32974 | 27540 | 27542 |
| Total UK Base for stats Mean Score | 877 | 265 | 359 | 105 | 83 | 65 | 877 | - | 247 | 107 | 88 | 37 | 103 | 174 | 93 | 28 | - | - | - | - | - | - |
| | 28838 | 24792 | 28361 | 31687 | 34096 | 36647 | 28838 | - | 32628 | 29252 | 27016 | 27218 | 26772 | 26707 | 27797 | 25989 | - | - | - | - | - | - |
| Total Elsewhere Base for stats Mean Score | 69 | 24 | 30 | 3 | 7 | 5 | - | 69 | - | - | - | - | - | - | - | - | 12 | 11 | 8 | 22 | 10 | 6 |
| | 30794 | 27513 | 28957 | 36471 | 41946 | 38553 | - | 30794 | - | - | - | - | - | - | - | - | 33951 | 28445 | 29805 | 32974 | 27540 | 27542 |
| London/South East Base for stats Mean Score | 354 | 129 | 135 | 43 | 26 | 21 | 354 | - | 247 | 107 | - | - | - | - | - | - | - | - | - | - | - | - |
| | 31607 | 27043 | 31390 | 35771 | 39294 | 43005 | 31607 | - | 32628 | 29252 | - | - | - | - | - | - | - | - | - | - | - | - |
| South West/Wales Base for stats Mean Score | 88 | 25 | 30 | 14 | 10 | 9 | 88 | - | - | - | 88 | - | - | - | - | - | - | - | - | - | - | - |
| | 27016 | 22449 | 26293 | 29321 | 33349 | 31484 | 27016 | - | - | - | 27016 | - | - | - | - | - | - | - | - | - | - | - |
| E/W Mids/East Anglia Base for stats Mean Score | 140 | 38 | 62 | 16 | 16 | 8 | 140 | - | - | - | - | 37 | 103 | - | - | - | - | - | - | - | - | - |
| | 26890 | 23870 | 25902 | 28584 | 31484 | 36317 | 26890 | - | - | - | - | 27218 | 26772 | - | - | - | - | - | - | - | - | - |
| North West/North East Base for stats Mean Score | 174 | 42 | 83 | 13 | 20 | 16 | 174 | - | - | - | - | - | - | 174 | - | - | - | - | - | - | - | - |
| | 26707 | 21921 | 26445 | 28412 | 31968 | 32665 | 26707 | - | - | - | - | - | - | 26707 | - | - | - | - | - | - | - | - |
| Scotland Base for stats Mean Score | 93 | 22 | 33 | 17 | 10 | 11 | 93 | - | - | - | - | - | - | - | 93 | - | - | - | - | - | - | - |
| | 27797 | 22632 | 27278 | 29556 | 30220 | 34767 | 27797 | - | - | - | - | - | - | - | 27797 | - | - | - | - | - | - | - |

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.) Base: All Surveyors (*Other not shown due to low base)

| | SALARY | | | | | | | LEVEL OF RESPONSIBILITY | | | | | | | | | | EMPLOYERS MAIN ACTIVITY | | | | |
|---|--------|-------|-----------------|-----------------|-----------------|-------|------|-------------------------|-----|------------|------------|-----------|--------|-----------|-----------|-----------|----------|-------------------------|-----------|--------------|--|--|
| | Total | <20k | £20k- £29999 | £30k- £39999 | £40k- £59999 | £60k+ | Asst | Staff | Snr | Assoc/ Mgr | Part/ Exec | Principal | Other* | Comm./Ind | Surv Prac | Inv/ Devt | Fin Serv | Govt | Education | Non - profit | | |
| Total: | 947 | 109 | 436 | 313 | 73 | 15 | - | 947 | - | - | - | - | - | 488 | 124 | 87 | 31 | 170 | 12 | 33 | | |
| Total Base for stats Mean Score | 946 | 109 | 436 | 313 | 73 | 15 | - | 946 | - | - | - | - | - | 946 | 488 | 123 | 87 | 31 | 170 | 12 | | |
| | 28981 | 15968 | 25064 | 33207 | 44288 | 74697 | - | 28981 | - | - | - | - | - | 28981 | 27772 | 31343 | 30729 | 34038 | 28979 | 33168 | | |
| Total UK Base for stats Mean Score | 877 | 91 | 417 | 295 | 65 | 9 | - | 877 | - | - | - | - | - | 877 | 450 | 112 | 78 | 30 | 161 | 12 | | |
| | 28838 | 16462 | 25096 | 33220 | 43845 | 75301 | - | 28838 | - | - | - | - | - | 28838 | 27576 | 30271 | 31931 | 34439 | 28719 | 33168 | | |
| Total Elsewhere Base for stats Mean Score | 69 | 18 | 19 | 18 | 8 | 6 | - | 69 | - | - | - | - | - | 69 | 38 | 11 | 9 | 1 | 9 | - | | |
| | 30794 | 13471 | 24349 | 32996 | 47881 | 73790 | - | 30794 | - | - | - | - | - | 30794 | 30093 | 42263 | 20306 | 22000 | 33628 | - | | |
| London/South East Base for stats Mean Score | 354 | 21 | 137 | 144 | 46 | 6 | - | 354 | - | - | - | - | - | 354 | 192 | 41 | 48 | 8 | 48 | 2 | | |
| | 31607 | 16207 | 25487 | 33631 | 44217 | 80000 | - | 31607 | - | - | - | - | - | 31607 | 30111 | 34280 | 34779 | 41125 | 31679 | 29500 | | |
| South West/Wales Base for stats Mean Score | 88 | 12 | 46 | 26 | 4 | - | - | 88 | - | - | - | - | - | 88 | 37 | 8 | 4 | 10 | 23 | - | | |
| | 27016 | 15708 | 24585 | 34094 | 42875 | - | - | 27016 | - | - | - | - | - | 27016 | 24245 | 31230 | 33000 | 31388 | 26609 | - | | |
| E/W Midlands/East Anglia Base for stats Mean Score | 140 | 16 | 75 | 41 | 8 | - | - | 140 | - | - | - | - | - | 140 | 73 | 18 | 6 | 5 | 29 | 3 | | |
| | 26890 | 16160 | 24525 | 32689 | 40806 | - | - | 26890 | - | - | - | - | - | 26890 | 26804 | 25347 | 27333 | 26595 | 27247 | 35044 | | |
| North West/North East Base for stats Mean Score | 174 | 26 | 95 | 48 | 4 | 1 | - | 174 | - | - | - | - | - | 174 | 96 | 24 | 12 | 5 | 29 | 4 | | |
| | 26707 | 16990 | 25030 | 32919 | 45125 | 66780 | - | 26707 | - | - | - | - | - | 26707 | 24963 | 29827 | 25979 | 33764 | 28204 | 34720 | | |
| Scotland Base for stats Mean Score | 93 | 9 | 47 | 34 | 2 | 1 | - | 93 | - | - | - | - | - | 93 | 36 | 15 | 6 | 2 | 29 | 2 | | |
| | 27797 | 16937 | 25585 | 31978 | 40750 | 61500 | - | 27797 | - | - | - | - | - | 27797 | 26410 | 27116 | 28833 | 44250 | 27966 | 31500 | | |

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

| | | MAIN PROFESSIONAL ACTIVITY | | | | | | | | | | | | | | | | | | | | |
|---|---------------|----------------------------|----------------------|----------------|---------------------------|-------------------------|----------------|-----------------------------|--------------------------|----------------------|--------------------------|-----------------|-----------------|------------|------------------|------------------|----------------------|-------------------|------------|--------------|-------------|-------------------|
| Total | Academic | Building Surveying | Claims & Dispute Res | Commercial Dev | Construction Contract Mgr | Corporate Property Cons | Environ-mental | Estates Surveyor (In House) | Facilities Mgmt 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 | Quantity Surveyor |
| Total: | 1040 | 12 | 96 | 13 | 22 | 15 | 11 | 6 | 63 | 3 | 25 | 32 | 6 | 7 | 32 | 6 | 32 | 14 | 3 | 3 | 39 | 230 |
| Total Base for stats Mean Score | 1037 40798 | 12 38952 | 96 35128 | 13 60346 | 22 52386 | 15 62157 | 10 38097 | 6 29583 | 63 37802 | 3 42367 | 25 43680 | 31 42936 | 6 59083 | 7 43832 | 32 35725 | 6 31000 | 32 36925 | 14 38321 | 3 42361 | 3 28667 | 39 36003 | 230 41922 |
| Total UK Base for stats Mean Score | 926 39097 | 11 38583 | 96 35128 | 9 52278 | 18 50497 | 5 44070 | 6 44333 | 6 29583 | 62 37283 | 3 42367 | 25 43680 | 28 40206 | 5 57900 | 4 30825 | 31 35749 | 6 31000 | 31 37113 | 14 38321 | 3 42361 | 3 28667 | 38 35819 | 193 39775 |
| Total Elsewhere Base for stats Mean Score | 111 54988 | 1 43000 | - - | 4 78500 | 4 60888 | 10 71200 | 4 28741 | - - | 1 70000 | - - | - - | 3 68407 | 1 65000 | 3 61174 | 1 35000 | - - | 1 31080 | - - | - - | - - | 1 43000 | 37 53126 |
| London/South East Base for stats Mean Score | 369 42793 | 2 43250 | 35 38554 | 3 62167 | 9 56081 | 1 52800 | 2 41750 | 3 30167 | 18 40738 | 1 52000 | 12 48083 | 13 42259 | 5 57900 | 1 36800 | 11 37527 | 2 27000 | 19 39524 | 9 41611 | 2 44975 | 1 40000 | 27 38633 | 62 43797 |
| South West/Wales Base for stats Mean Score | 96 35187 | 2 34722 | 10 33173 | - - | 1 31000 | 1 50000 | - - | - - | 6 33162 | - - | 2 51000 | 2 36500 | - - | - - | 2 26660 | - - | - - | 1 28000 | 1 37132 | 1 30000 | 1 26187 | 26 35905 |
| E/W Midlands/East Anglia Base for stats Mean Score | 148 36956 | 2 34655 | 15 33093 | 2 51000 | 3 55105 | 1 36000 | 2 54500 | 2 30500 | 13 38304 | - - | 7 39571 | 4 34102 | - - | 2 29000 | 6 33354 | 3 34000 | 7 31723 | - - | - - | - - | 1 28500 | 21 38011 |
| North West/North East Base for stats Mean Score | 211 36735 | 3 34333 | 29 33608 | 3 44000 | 3 47800 | 1 42000 | 2 36750 | 1 26000 | 16 34566 | 2 37650 | 4 34000 | 7 42643 | - - | 1 28500 | 10 37097 | 1 30000 | 2 40000 | 3 33667 | - - | 1 16000 | 3 28267 | 51 39683 |
| Scotland Base for stats Mean Score | 84 35761 | 1 45166 | 6 30683 | 1 50000 | 2 32250 | 1 39750 | - - | - - | 9 36474 | - - | - - | 2 34250 | - - | - - | 2 35500 | - - | 3 32500 | 1 33000 | - - | - - | 4 32463 | 25 36060 |

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

| | MAIN PROFESSIONAL ACTIVITY | | | | | | | | | | | | | | | GENDER | | AGE | | | | | | | |
|--|----------------------------|--------------|---------------------|------------------|--------|--------------|-------|----------|-------------------|-----------------|--------------|----------------|-----------|------------------|--------------|--------|------|--------|----------|----------|----------|----------|----------|----------|-----|
| | Total | Project Mgmt | Property Asset Mgmt | Property Finance | Rating | Regeneration | SHE | Research | Residential Agent | Residential Dev | Retail Agent | Rural Practice | Valuation | Building Control | Architecture | Other | Male | Female | 18 to 22 | 23 to 26 | 27 to 30 | 31 to 35 | 36 to 45 | 46 to 55 | 56+ |
| | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total: | 1040 | 67 | 66 | 9 | 14 | 14 | 23 | 7 | 6 | 10 | 3 | 27 | 68 | 32 | 15 | 9 | 843 | 197 | 2 | 42 | 180 | 222 | 292 | 202 | 100 |
| Total Base for stats Mean Score | 1037 | 67 | 66 | 9 | 14 | 14 | 22 | 7 | 6 | 10 | 3 | 27 | 68 | 32 | 15 | 9 | 841 | 196 | 2 | 42 | 180 | 222 | 289 | 202 | 100 |
| Total UK Base for stats Mean Score | 926 | 51 | 65 | 7 | 14 | 14 | 22 | 7 | 6 | 9 | 3 | 27 | 59 | 32 | 6 | 7 | 740 | 186 | 2 | 38 | 163 | 198 | 257 | 183 | 85 |
| Total Elsewhere Base for stats Mean Score | 111 | 16 | 1 | 2 | - | - | - | - | - | 1 | - | - | 9 | - | 9 | 2 | 101 | 10 | - | 4 | 17 | 24 | 32 | 19 | 15 |
| London/South East Base for stats Mean Score | 369 | 22 | 31 | 5 | 2 | 5 | 13 | 5 | 2 | 5 | 1 | 3 | 17 | 11 | 3 | 6 | 282 | 87 | 1 | 15 | 78 | 81 | 89 | 70 | 35 |
| South West/Wales Base for stats Mean Score | 35187 | 36606 | 40906 | 28080 | 39000 | 37476 | 38400 | - | 1 | 1 | - | 9 | 35469 | 32127 | - | 1 | 80 | 16 | - | 2 | 12 | 23 | 25 | 22 | 12 |
| E/W Midlands/East Anglia Base for stats Mean Score | 148 | 7 | 17 | - | 1 | 2 | 2 | 1 | 1 | 2 | 1 | 7 | 10 | 5 | 1 | - | 125 | 23 | 1 | 4 | 31 | 27 | 41 | 32 | 12 |
| North West/North East Base for stats Mean Score | 211 | 10 | 8 | - | 2 | 6 | 4 | 1 | 2 | 1 | 1 | 1 | 19 | 12 | 1 | - | 169 | 42 | - | 14 | 26 | 40 | 68 | 40 | 23 |
| Scotland Base for stats Mean Score | 84 | 4 | 2 | - | 7 | - | 1 | - | - | - | - | 7 | 3 | 2 | 1 | - | 67 | 17 | - | 1 | 13 | 24 | 28 | 15 | 3 |

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 | 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 | Asia | |
| Total: | 1040 | 53 | 272 | 220 | 256 | 239 | 929 | 111 | 225 | 146 | 96 | 36 | 112 | 212 | 84 | 18 | 15 | 42 | 12 | 20 | 9 | 13 | |
| Total Base for stats Mean Score | 1037 40798 | 53 33862 | 272 37178 | 220 39652 | 254 44032 | 238 44088 | 1037 40798 | 926 39097 | 111 54988 | 224 44094 | 145 40782 | 96 35187 | 36 36072 | 112 37241 | 211 36735 | 84 35761 | 18 45067 | 15 50558 | 42 62478 | 12 38224 | 20 54074 | 9 59444 | 13 |
| Total UK Base for stats Mean Score | 926 39097 | 50 34582 | 247 37093 | 197 38774 | 223 40809 | 209 41024 | 926 39097 | 926 39097 | - | 224 44094 | 145 40782 | 96 35187 | 36 36072 | 112 37241 | 211 36735 | 84 35761 | 18 45067 | - | - | - | - | - | - |
| Total Elsewhere Base for stats Mean Score | 111 54988 | 3 21860 | 25 38014 | 23 47178 | 31 67214 | 29 66172 | 111 54988 | - | 111 54988 | - | - | - | - | - | - | - | - | 15 50558 | 42 62478 | 12 38224 | 20 54074 | 9 59444 | 13 |
| London/South East Base for stats Mean Score | 369 42793 | 23 36295 | 113 40922 | 79 42690 | 74 45340 | 80 45049 | 369 42793 | 369 42793 | - | 224 44094 | 145 40782 | - | - | - | - | - | - | - | - | - | - | - | - |
| South West/Wales Base for stats Mean Score | 96 35187 | 4 36750 | 21 33015 | 15 35056 | 29 37181 | 27 34577 | 96 35187 | 96 35187 | - | - | - | 96 35187 | - | - | - | - | - | - | - | - | - | - | - |
| E/W Midlands/East Anglia Base for stats Mean Score | 148 36956 | 12 31247 | 43 34740 | 31 36202 | 32 39521 | 30 40459 | 148 36956 | 148 36956 | - | - | - | - | 36 36072 | 112 37241 | - | - | - | - | - | - | - | - | - |
| North West/North East Base for stats Mean Score | 211 36735 | 9 33594 | 44 32846 | 47 36874 | 59 37543 | 52 39525 | 211 36735 | 211 36735 | - | - | - | - | - | - | 211 36735 | - | - | - | - | - | - | - | - |
| Scotland Base for stats Mean Score | 84 35761 | 2 35000 | 20 34202 | 21 33764 | 23 37491 | 18 37697 | 84 35761 | 84 35761 | - | - | - | - | - | - | - | 84 35761 | - | - | - | - | - | - | - |

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.) Base: All Senior Surveyors (*Other not shown due to low base)

| | SALARY | | | | | | | | | | LEVEL OF RESPONSIBILITY | | | | | | | | | | EMPLOYERS MAIN ACTIVITY | | | | | | | | | | | | | | | | | | | | | | | | |
|---------------------------------|--------|------|-------------|-------------|-------------|-------|------|-------|------|------------|-------------------------|-----------|--------|-----------|-----------|-----------|----------|------|-----------|--------------|-------------------------|-------|-------------|-------------|-------------|-------|-------|-------|-----|------------|------------|-----------|--------|-----------|-----------|-----------|----------|-------|-----------|--------------|-------|-------|-------|-------|-------|
| | Total | <20k | £20k-£29999 | £30k-£39999 | £40k-£59999 | £60k+ | Asst | Staff | Sup | Assoc/ Mgr | Part/ Exec | Principal | Other* | Comm./Ind | Surv Prac | Inv/ Devt | Fin Serv | Govt | Education | Non - profit | Total | <20k | £20k-£29999 | £30k-£39999 | £40k-£59999 | £60k+ | Asst | Staff | Sup | Assoc/ Mgr | Part/ Exec | Principal | Other* | Comm./Ind | Surv Prac | Inv/ Devt | Fin Serv | Govt | Education | Non - profit | | | | | |
| Total: | 1040 | 12 | 104 | 500 | 335 | 86 | - | - | 1040 | - | - | - | - | 442 | 178 | 100 | 42 | 209 | 26 | 40 | 1037 | 1037 | 15588 | 26312 | 34536 | 45439 | 80165 | - | - | - | - | 1037 | 442 | 176 | 100 | 42 | 208 | 26 | 40798 | 40798 | 46218 | 45348 | 53260 | 36300 | 37883 |
| Total UK | 926 | 926 | 5 | 88 | 482 | 303 | 48 | - | - | - | - | - | - | 926 | 387 | 153 | 81 | 36 | 203 | 25 | 39097 | 39097 | 15560 | 26628 | 34606 | 45116 | 71515 | - | - | - | - | 926 | 387 | 153 | 81 | 36 | 203 | 25 | 39097 | 39097 | 40709 | 45673 | 53345 | 35957 | 37679 |
| Total Elsewhere | 111 | 111 | 7 | 16 | 18 | 32 | 38 | - | - | - | - | - | - | 111 | 55 | 23 | 19 | 6 | 5 | 1 | 54988 | 54988 | 15607 | 24571 | 32670 | 48490 | 91092 | - | - | - | - | 111 | 55 | 23 | 19 | 6 | 5 | 50200 | 50200 | 82868 | 43966 | 52750 | 5 | 43000 | |
| London/South East | 369 | 369 | 2 | 12 | 151 | 173 | 31 | - | - | - | - | - | - | 369 | 162 | 62 | 42 | 14 | 69 | 5 | 42793 | 42793 | 16500 | 26304 | 35150 | 45624 | 72298 | - | - | - | - | 369 | 162 | 62 | 42 | 14 | 69 | 39396 | 39396 | 44516 | 49541 | 60679 | 69 | 41680 | |
| South West/Wales | 96 | 96 | - | 19 | 54 | 22 | 1 | - | - | - | - | - | - | 96 | 33 | 15 | 7 | 3 | 28 | 3 | 35187 | 35187 | - | 27150 | 33867 | 44014 | 65000 | - | - | - | - | 96 | 33 | 15 | 7 | 3 | 28 | 33331 | 33331 | 37749 | 40071 | 44667 | 3 | 35439 | |
| E/W Midlands/East Anglia | 148 | 148 | - | 20 | 90 | 32 | 6 | - | - | - | - | - | - | 148 | 62 | 17 | 14 | 7 | 29 | 9 | 36956 | 36956 | - | 25470 | 34589 | 45535 | 65000 | - | - | - | - | 148 | 62 | 17 | 14 | 7 | 29 | 34192 | 34192 | 39392 | 42489 | 47955 | 9 | 35342 | |
| North West/North East | 211 | 211 | 2 | 20 | 133 | 49 | 7 | - | - | - | - | - | - | 211 | 93 | 39 | 11 | 11 | 44 | 5 | 36735 | 36735 | 17400 | 26839 | 34354 | 43751 | 66643 | - | - | - | - | 211 | 93 | 39 | 11 | 11 | 44 | 35072 | 35072 | 37932 | 40855 | 45112 | 44 | 36100 | |
| Scotland | 84 | 84 | 1 | 12 | 51 | 19 | 1 | - | - | - | - | - | - | 84 | 31 | 18 | 4 | - | 29 | 1 | 35761 | 35761 | 10000 | 28584 | 34412 | 43994 | 60000 | - | - | - | - | 84 | 31 | 18 | 4 | - | 29 | 34320 | 34320 | 37511 | 41655 | - | 4 | 45166 | |

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

| | | MAIN PROFESSIONAL ACTIVITY | | | | | | | | | | | | | | | | | | | | |
|---|---------------|----------------------------|--------------------|----------------------|----------------|---------------------------|-------------------------|----------------|--------------------------------|--------------------------|--------------------------|-----------------|-----------------|------------|------------------|------------------|----------------------|-------------------|------------|--------------|-------------|-------------------|
| | Total | Academic | Building Surveying | Claims & Dispute Res | Commercial Dev | Construction Contract Mgr | Corporate Property Cons | Environ-mental | Estates Surveyor or (In House) | Facilities Mgmt In-house | Facilities Mgmt In-house | FM Service Prov | Fund Management | Geomatics | General Practice | Industrial Agent | Investment Brokerage | Landlord & Tenant | Minerals | Office Agent | Planner | Quantity Surveyor |
| Total: | 1406 | 7 | 105 | 14 | 40 | 22 | 24 | 10 | 103 | 4 | 52 | 47 | 44 | 9 | 62 | 9 | 36 | 30 | 5 | 16 | 39 | 176 |
| Total Base for stats Mean Score | 1403 47894 | 7 37948 | 105 42928 | 13 59086 | 40 56583 | 22 55616 | 24 50575 | 10 48858 | 103 50148 | 4 67275 | 51 45162 | 47 45541 | 44 63265 | 9 52907 | 62 41414 | 9 44833 | 36 47632 | 30 45077 | 5 43400 | 16 43722 | 38 44474 | 176 49975 |
| Total UK Base for stats Mean Score | 1295 47022 | 5 40890 | 104 42873 | 9 58013 | 35 55581 | 13 54196 | 22 49537 | 9 49286 | 100 49937 | 4 67275 | 49 44250 | 45 44931 | 41 63000 | 5 39137 | 60 42027 | 9 44833 | 33 47265 | 30 45077 | 5 43400 | 15 42403 | 37 45194 | 155 48190 |
| Total Elsewhere Base for stats Mean Score | 108 58357 | 2 30595 | 1 46682 | 4 61500 | 5 63600 | 9 57667 | 2 62000 | 1 45000 | 3 57167 | - - | 2 67500 | 2 59250 | 3 66883 | 4 70045 | 2 23018 | - - | 3 51667 | - - | - - | 1 63500 | 1 17820 | 21 63155 |
| London/South East Base for stats Mean Score | 611 51733 | 1 48000 | 43 46091 | 5 60100 | 14 64405 | 6 60217 | 14 51379 | 7 51429 | 48 56658 | 3 74333 | 30 46992 | 26 44770 | 36 64626 | 1 39504 | 23 45309 | 8 45938 | 22 47830 | 15 47148 | - - | 7 49143 | 21 46566 | 55 54826 |
| South West/Wales Base for stats Mean Score | 118 41379 | 1 31000 | 13 41315 | 1 63615 | 2 37500 | 1 60000 | - - | 1 38575 | 8 44466 | - - | 5 36139 | 5 41560 | - - | 1 38380 | 8 35518 | - - | 2 46500 | 1 48225 | - - | 1 14000 | 3 48667 | 11 43177 |
| E/W Midlands/East Anglia Base for stats Mean Score | 202 43811 | 1 46000 | 14 39036 | - - | 4 50500 | 2 45000 | 5 46700 | - - | 24 46661 | 1 46100 | 4 41075 | 8 46888 | - - | 2 42250 | 10 38242 | 1 36000 | - - | 5 40000 | 3 39000 | 1 40000 | 7 41759 | 21 46021 |
| North West/North East Base for stats Mean Score | 222 42423 | 2 39724 | 23 42657 | 2 51500 | 11 49241 | 2 54375 | 3 45667 | 1 45000 | 12 40753 | - - | 6 43000 | 3 45533 | 2 39500 | 1 33600 | 12 41161 | - - | 4 47250 | 6 44583 | - - | 3 43750 | 4 40250 | 37 44775 |
| Scotland Base for stats Mean Score | 125 43009 | - - | 8 39766 | 1 55000 | 4 56250 | 1 40000 | - - | - - | 8 38686 | - - | 4 38875 | 3 46667 | 3 59167 | - - | 6 46500 | - - | 4 48875 | 3 43120 | 1 45000 | 3 35600 | 2 47500 | 24 42559 |

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

| | MAIN PROFESSIONAL ACTIVITY | | | | | | | | | | | | | | | | | GENDER | | AGE | | | | | |
|-----------------|----------------------------|--------------|---------------------|------------------|--------|--------------|-------|----------|-------------------|-----------------|--------------|----------------|-----------|------------------|--------------|-------|-------|--------|----------|----------|----------|----------|----------|----------|-------|
| | Total | Project Mgmt | Property Asset Mgmt | Property Finance | Rating | Regeneration | SHE | Research | Residential Agent | Residential Dev | Retail Agent | Rural Practice | Valuation | Building Control | Architecture | Other | Male | Female | 18 to 22 | 23 to 26 | 27 to 30 | 31 to 35 | 36 to 45 | 46 to 55 | 56+ |
| | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total: | 1406 | 91 | 144 | 28 | 15 | 18 | 26 | 5 | 8 | 21 | 9 | 47 | 97 | 13 | 16 | 14 | 1173 | 233 | 2 | 33 | 155 | 273 | 535 | 313 | 95 |
| Base for stats | 1403 | 91 | 144 | 28 | 15 | 18 | 26 | 5 | 8 | 21 | 9 | 47 | 97 | 13 | 16 | 14 | 1171 | 232 | 2 | 33 | 154 | 273 | 535 | 311 | 95 |
| Mean Score | 47894 | 54040 | 48092 | 56873 | 42461 | 45342 | 41314 | 46900 | 44150 | 46398 | 47722 | 36056 | 43850 | 44068 | 44102 | 50445 | 48486 | 44910 | 36500 | 38949 | 42797 | 46080 | 48382 | 50437 | 53645 |
| Total UK | 1295 | 72 | 138 | 23 | 15 | 18 | 26 | 5 | 7 | 20 | 9 | 47 | 94 | 13 | 13 | 10 | 1073 | 222 | 2 | 29 | 145 | 248 | 495 | 291 | 85 |
| Base for stats | 47022 | 50648 | 48111 | 57871 | 42461 | 45342 | 41314 | 46900 | 42314 | 47443 | 47722 | 36056 | 43558 | 44068 | 43587 | 47890 | 47377 | 45304 | 36500 | 39011 | 43227 | 45914 | 47469 | 48427 | 52293 |
| Mean Score | 108 | 19 | 6 | 5 | - | - | - | - | 1 | 1 | - | - | 3 | - | 3 | 4 | 98 | 10 | - | 4 | 9 | 25 | 40 | 20 | 10 |
| Base for stats | 58357 | 66893 | 47667 | 52280 | - | - | - | - | 57000 | 25500 | - | - | 53000 | - | 46333 | 56832 | 60622 | 36158 | - | 38500 | 35868 | 47729 | 59687 | 79680 | 65140 |
| Mean Score | 611 | 39 | 71 | 20 | 4 | 6 | 14 | 5 | 5 | 10 | 7 | 7 | 27 | 3 | 5 | 3 | 481 | 130 | 1 | 20 | 75 | 135 | 208 | 127 | 45 |
| Base for stats | 51733 | 54596 | 52568 | 57940 | 48784 | 49125 | 45814 | 46900 | 43640 | 51036 | 51357 | 36571 | 46828 | 49667 | 48100 | 54500 | 52665 | 48284 | 43000 | 42291 | 47376 | 49666 | 52707 | 54124 | 58340 |
| Mean Score | 118 | 5 | 10 | 1 | 1 | 1 | 1 | - | 2 | 2 | - | 11 | 14 | 3 | 3 | - | 102 | 16 | 1 | 2 | 9 | 18 | 54 | 24 | 10 |
| Base for stats | 41379 | 53600 | 43990 | 30000 | 53500 | 39000 | 50000 | - | 39000 | 39500 | - | 32663 | 43607 | 40934 | 34833 | - | 41477 | 40756 | 30000 | 36500 | 30126 | 37063 | 42861 | 42976 | 49552 |
| Mean Score | 202 | 11 | 20 | 1 | 1 | 5 | 4 | - | - | 3 | 1 | 15 | 24 | 1 | 1 | 2 | 176 | 26 | - | 1 | 22 | 25 | 89 | 53 | 12 |
| Base for stats | 43811 | 47723 | 47190 | 42250 | 37500 | 48020 | 36675 | - | - | 47667 | 37000 | 37790 | 43472 | 34986 | 53000 | 48000 | 43687 | 44655 | - | 40000 | 36707 | 42534 | 43990 | 46999 | 44413 |
| Mean Score | 222 | 11 | 29 | - | 4 | 4 | 3 | - | - | 2 | 1 | 6 | 17 | 6 | 3 | 2 | 186 | 36 | - | 5 | 25 | 41 | 78 | 61 | 12 |
| Base for stats | 42423 | 42405 | 40282 | - | 39236 | 42325 | 35333 | - | - | 40500 | 33000 | 34250 | 40665 | 44350 | 36712 | 36200 | 42881 | 40055 | - | 31600 | 42540 | 43020 | 42271 | 43161 | 41886 |
| Mean Score | 125 | 5 | 8 | - | 5 | 2 | 3 | - | - | 3 | - | 8 | 12 | - | 1 | 3 | 112 | 13 | - | 1 | 11 | 26 | 59 | 22 | 6 |
| Base for stats | 43009 | 44876 | 44388 | - | 38767 | 36500 | 34687 | - | - | 45167 | - | 38375 | 40417 | - | 58500 | 49000 | 43818 | 36031 | - | 14500 | 38773 | 42304 | 45388 | 39490 | 48083 |
| Mean Score | | | | | | | | | | | | | | | | | | | | | | | | | |

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

| | 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 | Asia |
| Total: | 1406 | 59 | 238 | 281 | 480 | 348 | 1298 | 108 | 394 | 220 | 118 | 61 | 141 | 222 | 125 | 17 | 19 | 25 | 15 | 26 | 5 | 18 |
| Total Base for stats Mean Score | 1403 | 59 | 238 | 279 | 480 | 347 | 1295 | 108 | 393 | 218 | 118 | 61 | 141 | 222 | 125 | 17 | 19 | 25 | 15 | 26 | 5 | 18 |
| | 47894 | 45276 | 44714 | 46772 | 48139 | 51085 | 47022 | 58357 | 54062 | 47536 | 41379 | 41894 | 44641 | 42423 | 43009 | 44565 | 57501 | 52324 | 67520 | 59053 | 48364 | 61772 |
| Total UK Base for stats Mean Score | 1295 | 48 | 222 | 261 | 442 | 322 | 1295 | - | 393 | 218 | 118 | 61 | 141 | 222 | 125 | 17 | - | - | - | - | - | - |
| | 47022 | 45117 | 44188 | 46276 | 47471 | 49247 | 47022 | - | 54062 | 47536 | 41379 | 41894 | 44641 | 42423 | 43009 | 44565 | - | - | - | - | - | - |
| Total Elsewhere Base for stats Mean Score | 108 | 11 | 16 | 18 | 38 | 25 | - | 108 | - | - | - | - | - | - | - | - | 19 | 25 | 15 | 26 | 5 | 18 |
| | 58357 | 45972 | 52004 | 53965 | 55907 | 74756 | - | 58357 | - | - | - | - | - | - | - | - | 57501 | 52324 | 67520 | 59053 | 48364 | 61772 |
| London/South East Base for stats Mean Score | 611 | 25 | 124 | 132 | 192 | 138 | 611 | - | 393 | 218 | - | - | - | - | - | - | - | - | - | - | - | - |
| | 51733 | 50388 | 47445 | 51246 | 51683 | 56366 | 51733 | - | 54062 | 47536 | - | - | - | - | - | - | - | - | - | - | - | - |
| South West/Wales Base for stats Mean Score | 118 | 4 | 20 | 21 | 42 | 31 | 118 | - | - | - | 118 | - | - | - | - | - | - | - | - | - | - | - |
| | 41379 | 35250 | 35112 | 39191 | 43441 | 44901 | 41379 | - | - | - | 41379 | - | - | - | - | - | - | - | - | - | - | - |
| E/W Mids/East Anglia Base for stats Mean Score | 202 | 7 | 29 | 27 | 78 | 61 | 202 | - | - | - | - | 61 | 141 | - | - | - | - | - | - | - | - | - |
| | 43811 | 43000 | 38505 | 43305 | 44956 | 45187 | 43811 | - | - | - | - | 41894 | 44641 | - | - | - | - | - | - | - | - | - |
| North West/North East Base for stats Mean Score | 222 | 9 | 34 | 49 | 66 | 64 | 222 | - | - | - | - | - | - | 222 | - | - | - | - | - | - | - | - |
| | 42423 | 37156 | 41038 | 42567 | 43447 | 42732 | 42423 | - | - | - | - | - | - | 42423 | - | - | - | - | - | - | - | - |
| Scotland Base for stats Mean Score | 125 | 2 | 14 | 26 | 57 | 26 | 125 | - | - | - | - | - | - | - | 125 | - | - | - | - | - | - | - |
| | 43009 | 49750 | 48036 | 39073 | 44146 | 41224 | 43009 | - | - | - | - | - | - | - | 43009 | - | - | - | - | - | - | - |

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.) Base: All Associates / Managers (*Other not shown due to low base)

| | SALARY | | | | | | | | | | LEVEL OF RESPONSIBILITY | | | | | | | | | | EMPLOYERS MAIN ACTIVITY | | | | | | | | | | | | | | | | | | | |
|---|--------|-------|-----------------|-----------------|-----------------|-------|------|-------|-------|------------|-------------------------|-----------|--------|-----------|-----------|-----------|----------|-------|-----------|--------------|-------------------------|-------|-----------------|-----------------|-----------------|-------|------|-------|-------|------------|------------|-----------|--------|-----------|-----------|-----------|----------|------|-----------|--------------|
| | Total | <20k | £20k- £29999 | £30k- £39999 | £40k- £59999 | £60k+ | Asst | Staff | Sup | Assoc/ Mgr | Part/ Exec | Principal | Other* | Comm./Ind | Surv Prac | Inv/ Devt | Fin Serv | Govt | Education | Non - profit | Total | <20k | £20k- £29999 | £30k- £39999 | £40k- £59999 | £60k+ | Asst | Staff | Sup | Assoc/ Mgr | Part/ Exec | Principal | Other* | Comm./Ind | Surv Prac | Inv/ Devt | Fin Serv | Govt | Education | Non - profit |
| Total: | 1406 | 8 | 54 | 327 | 755 | 259 | - | - | 1406 | - | - | - | - | 614 | 260 | 186 | 81 | 194 | 24 | 43 | 1403 | 8 | 54 | 327 | 755 | 259 | - | - | 1403 | - | - | - | - | 612 | 259 | 186 | 81 | 194 | 24 | 43 |
| Base for stats Mean Score | 47894 | 15719 | 26154 | 35481 | 47084 | 71454 | - | - | 47894 | - | - | - | - | 45265 | 49996 | 55349 | 55518 | 44449 | 44402 | 44038 | 1295 | 3 | 49 | 322 | 706 | 215 | - | - | 1295 | - | - | - | - | 572 | 226 | 160 | 75 | 191 | 24 | 43 |
| Total UK Base for stats Mean Score | 47022 | 15333 | 26330 | 35517 | 46960 | 69614 | - | - | 47022 | - | - | - | - | 44288 | 48725 | 55388 | 55275 | 44037 | 44402 | 44038 | 108 | 5 | 5 | 5 | 49 | 44 | - | - | 108 | - | - | - | - | 40 | 33 | 26 | 6 | 3 | - | - |
| Total Elsewhere Base for stats Mean Score | 58357 | 15951 | 24434 | 33143 | 48881 | 80448 | - | - | 58357 | - | - | - | - | 59226 | 56701 | 55114 | 58567 | 70658 | - | - | 611 | 1 | 15 | 96 | 334 | 165 | - | - | 611 | - | - | - | - | 259 | 110 | 98 | 48 | 67 | 7 | 20 |
| London/South East Base for stats Mean Score | 51733 | 17500 | 26675 | 35320 | 48278 | 70763 | - | - | 51733 | - | - | - | - | 48028 | 52744 | 59163 | 59064 | 49657 | 49464 | 48838 | 118 | 1 | 8 | 48 | 52 | 9 | - | - | 118 | - | - | - | - | 57 | 15 | 12 | 5 | 22 | 3 | 4 |
| South West/Wales Base for stats Mean Score | 41379 | 14000 | 26087 | 35718 | 45855 | 62346 | - | - | 41379 | - | - | - | - | 40337 | 40410 | 48458 | 43700 | 41134 | 39333 | 38598 | 202 | - | 8 | 62 | 115 | 17 | - | - | 202 | - | - | - | - | 88 | 40 | 14 | 8 | 38 | 7 | 6 |
| E/W Midlands/East Anglia Base for stats Mean Score | 43811 | - | 26494 | 35713 | 45862 | 67624 | - | - | 43811 | - | - | - | - | 41045 | 48378 | 49489 | 47991 | 42611 | 44186 | 43000 | 222 | - | 9 | 128 | 62987 | 13 | - | - | 222 | - | - | - | - | 100 | 30 | 23 | 9 | 46 | 6 | 8 |
| North West/North East Base for stats Mean Score | 42423 | - | 26278 | 35522 | 45351 | 62987 | - | - | 42423 | - | - | - | - | 42008 | 43256 | 48117 | 45944 | 39914 | 39847 | 40515 | 125 | 1 | 5 | 41 | 70 | 8 | - | - | 125 | - | - | - | - | 58 | 27 | 12 | 3 | 18 | 1 | 5 |
| Scotland Base for stats Mean Score | 43009 | 14500 | 25780 | 35635 | 46266 | 66625 | - | - | 43009 | - | - | - | - | 40963 | 43814 | 54417 | 53667 | 40217 | 53000 | 36072 | 43009 | 14500 | 25780 | 35635 | 46266 | 66625 | - | - | 43009 | - | - | - | - | 58 | 27 | 12 | 3 | 18 | 1 | 5 |

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

| | | MAIN PROFESSIONAL ACTIVITY | | | | | | | | | | | | | | | | | | | | | |
|---|--------------|----------------------------|--------------------|----------------------|----------------|---------------------------|-------------------------|----------------|--------------------------------|--------------------------|----------------------|--------------------------|-----------------|-----------------|------------|------------------|------------------|----------------------|-------------------|------------|--------------|-------------|-------------------|
| | Total | Academic | Building Surveying | Claims & Dispute Res | Commercial Dev | Construction Contract Mgr | Corporate Property Cons | Environ-mental | Estates Surveyor or (In House) | Facilities Mgmt 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 | Quantity Surveyor |
| Total: | 735 | 4 | 42 | 4 | 41 | 6 | 24 | 3 | 47 | 3 | 3 | 19 | 14 | 38 | 2 | 46 | 6 | 30 | 17 | 3 | 15 | 18 | 55 |
| Total Base for stats Mean Score | 724 71716 | 4 60125 | 42 60182 | 4 94750 | 41 92135 | 6 59917 | 24 65583 | 3 49333 | 47 74760 | 3 80000 | 3 80000 | 19 63851 | 14 80536 | 37 93362 | 2 57000 | 45 65067 | 6 59053 | 29 70845 | 17 71390 | 3 48000 | 15 90100 | 18 63822 | 52 62472 |
| Total UK Base for stats Mean Score | 649 70132 | 4 60125 | 42 60182 | 1 103000 | 38 88172 | 4 49625 | 21 69190 | 3 49333 | 41 69090 | 1 100000 | 1 100000 | 16 66511 | 11 80410 | 33 90952 | 2 57000 | 43 62844 | 6 59053 | 24 69563 | 16 69602 | 3 48000 | 14 78679 | 18 63822 | 43 59989 |
| Total Elsewhere Base for stats Mean Score | 75 85416 | - | - | 3 92000 | 3 142333 | 2 80500 | 3 40333 | - | 6 113500 | 2 70000 | 2 70000 | 3 49667 | 3 81000 | 4 113250 | - | 2 112850 | - | 5 77000 | 1 100000 | - | 1 250000 | - | 9 74333 |
| London/South East Base for stats Mean Score | 324 77301 | - | 24 63434 | 1 103000 | 15 111800 | 3 52000 | 14 71250 | 2 55000 | 17 74288 | - | - | 11 71787 | 7 87644 | 28 92907 | 1 60000 | 19 69289 | 1 37500 | 13 74000 | 7 99643 | - | 7 66071 | 8 70625 | 18 63221 |
| South West/Wales Base for stats Mean Score | 59 55351 | 1 35500 | 2 51125 | - | 5 60810 | - | 2 62750 | - | 5 60800 | - | - | - | 1 43000 | - | - | 2 65000 | 1 48000 | 4 49875 | 4 42906 | - | 1 80000 | 4 52250 | 1 60000 |
| E/W Midlands/East Anglia Base for stats Mean Score | 82 66397 | 1 72000 | 6 61833 | - | 7 64214 | - | 1 70000 | - | 7 69207 | 1 100000 | - | - | - | - | 1 54000 | 7 71571 | 3 72939 | 1 100000 | 1 41000 | 2 52000 | 1 65000 | 1 56300 | 4 67250 |
| North West/North East Base for stats Mean Score | 120 63113 | 1 63000 | 7 55714 | - | 9 79444 | - | 4 65000 | 1 38000 | 10 63735 | - | - | 3 63171 | 3 76000 | - | - | 8 41225 | 1 50000 | 3 68333 | 4 50875 | 1 40000 | 1 60000 | 4 62125 | 7 63357 |
| Scotland Base for stats Mean Score | 50 63121 | 1 70000 | 2 48500 | - | 2 102500 | 1 42500 | - | - | 1 39000 | - | - | 1 35000 | - | 5 80000 | - | 5 62000 | - | 3 67667 | - | - | 4 108500 | 1 70000 | 8 39943 |

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 Asset Mgmt | Property Finance | Rating | Regeneration | SHE | Research | Residential Agent | Residential Dev | Retail Agent | Rural Practice | Valuation | Building Control | Architecture | Other | Male | Female | 18 to 22 | 23 to 26 | 27 to 30 | 31 to 35 | 36 to 45 | 46 to 55 | 56+ |
| | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total: | 735 | 33 | 84 | 15 | 11 | 13 | 1 | 4 | 7 | 26 | 12 | 36 | 46 | 2 | 4 | 4 | 674 | 61 | 1 | 4 | 10 | 85 | 323 | 238 | 74 |
| Total Base for stats Mean Score | 724 71716 | 33 65676 | 84 78797 | 13 89907 | 11 59209 | 13 82154 | 1 55000 | 4 55500 | 7 53529 | 25 71751 | 12 73208 | 35 57409 | 46 68864 | 2 63200 | 4 70500 | 3 75333 | 665 72163 | 59 66672 | 1 8000 | 3 50667 | 10 47900 | 85 62623 | 321 73648 | 231 75424 | 73 67068 |
| Total UK Base for stats Mean Score | 649 70132 | 30 67590 | 73 77967 | 10 99180 | 11 59209 | 13 82154 | 1 55000 | 3 60667 | 7 53529 | 24 71824 | 12 73208 | 34 57039 | 39 64390 | 2 63200 | 4 70500 | 2 90500 | 594 70539 | 55 67902 | 1 8000 | 2 26000 | 8 39250 | 77 62261 | 288 71594 | 212 74665 | 61 63928 |
| Total Elsewhere Base for stats Mean Score | 75 85416 | 3 46533 | 11 84309 | 3 58997 | - - | - - | - - | 1 40000 | - - | 1 70000 | - - | 1 70000 | 7 93786 | - - | - - | 1 45000 | 71 87425 | 4 49750 | - - | 1 100000 | 2 82500 | 8 66113 | 33 91573 | 19 83895 | 12 83033 |
| London/South East Base for stats Mean Score | 324 77301 | 16 73219 | 45 84187 | 8 102500 | 3 67167 | 4 90250 | 1 55000 | 3 60667 | 1 31500 | 13 81385 | 5 69300 | 12 63819 | 13 68500 | 2 63200 | 2 87500 | - - | 289 77270 | 35 77556 | 1 8000 | 1 30000 | 4 39000 | 37 69935 | 152 78953 | 97 84811 | 32 63640 |
| South West/Wales Base for stats Mean Score | 59 55351 | 1 50000 | 5 57027 | 1 97000 | 1 53500 | 2 74000 | - - | - - | - - | 2 59500 | - - | 8 49125 | 6 51279 | - - | - - | - - | 54 55788 | 5 50635 | - - | - - | 1 50000 | 6 47667 | 26 57754 | 19 55025 | 7 54667 |
| E/W Midlands/East Anglia Base for stats Mean Score | 82 66397 | 5 63130 | 9 80611 | 1 74800 | - - | 3 59867 | - - | - - | 2 40500 | 3 64833 | 1 100000 | 7 54071 | 4 53125 | - - | 2 53500 | 1 120000 | 77 66396 | 5 66400 | - - | - - | 2 35000 | 10 50950 | 30 67512 | 32 67990 | 8 83000 |
| North West/North East Base for stats Mean Score | 120 63113 | 6 63176 | 7 59214 | - - | 7 56614 | 4 95000 | - - | - - | 3 67400 | 3 64428 | 6 72000 | 6 60500 | 10 65105 | - - | - - | 1 61000 | 115 63831 | 5 46600 | - - | 1 22000 | - - | 15 54833 | 54 62952 | 43 66064 | 7 69844 |
| Scotland Base for stats Mean Score | 50 63121 | 1 61500 | 6 63833 | - - | - - | - - | - - | - - | 1 60000 | 3 53000 | - - | 1 39000 | 4 57375 | - - | - - | - - | 45 65645 | 5 40400 | - - | - - | 1 38000 | 6 49833 | 20 65800 | 18 72528 | 5 39509 |

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.) Base: All Partners / Executives (*Other not shown due to low base)

| | SALARY | | | | | | | | | | LEVEL OF RESPONSIBILITY | | | | | | | | | | EMPLOYERS MAIN ACTIVITY | | | | | | | | | | | | | | | | | | | |
|---|--------------|------------|-------------|-------------|--------------|--------------|------|-------|----|--------------|-------------------------|-----------|--------|--------------|-------------|--------------|-------------|-------------|-------------|--------------|-------------------------|------------|-------------|-------------|--------------|--------------|------|-------|----|------------|--------------|-----------|--------|--------------|-------------|--------------|-------------|-------------|-------------|--------------|
| | Total | <£20k | £20k-£29999 | £30k-£39999 | £40k-£59999 | £60k+ | Asst | Staff | Sr | Assoc/ Mgr | Part/ Exec | Principal | Other* | Comm./Ind | Surv Prac | Inv/ Devt | Fin Serv | Govt | Education | Non - profit | Total | <£20k | £20k-£29999 | £30k-£39999 | £40k-£59999 | £60k+ | Asst | Staff | Sr | Assoc/ Mgr | Part/ Exec | Principal | Other* | Comm./Ind | Surv Prac | Inv/ Devt | Fin Serv | Govt | Education | Non - profit |
| Total: | 735 | 2 | 10 | 37 | 219 | 456 | - | - | - | 735 | - | - | - | 376 | 95 | 127 | 43 | 58 | 14 | 19 | 735 | 2 | 10 | 37 | 219 | 456 | - | - | - | - | 735 | - | - | 376 | 95 | 127 | 43 | 58 | 14 | 19 |
| Total Base for stats Mean Score | 724 71716 | 2 9000 | 10 23650 | 37 35028 | 219 49653 | 456 86617 | - | - | - | 724 71716 | - | - | - | 369 67038 | 95 74119 | 126 87017 | 40 86305 | 58 60411 | 14 65894 | 19 57208 | 724 71716 | 2 9000 | 10 23650 | 37 35028 | 219 49653 | 456 86617 | - | - | - | - | 724 71716 | - | - | 369 67038 | 95 74119 | 126 87017 | 40 86305 | 58 60411 | 14 65894 | 19 57208 |
| Total UK Base for stats Mean Score | 649 70132 | 1 8000 | 9 23722 | 31 35195 | 206 49859 | 402 84409 | - | - | - | 649 70132 | - | - | - | 336 65246 | 78 73202 | 110 85680 | 35 84291 | 57 60769 | 14 65894 | 17 57526 | 649 70132 | 1 8000 | 9 23722 | 31 35195 | 206 49859 | 402 84409 | - | - | - | - | 649 70132 | - | - | 336 65246 | 78 73202 | 110 85680 | 35 84291 | 57 60769 | 14 65894 | 17 57526 |
| Total Elsewhere Base for stats Mean Score | 75 85416 | 1 10000 | 1 23000 | 6 34167 | 13 46392 | 54 103057 | - | - | - | 75 85416 | - | - | - | 33 85279 | 17 78329 | 16 96212 | 5 100400 | 1 40000 | - | 2 54500 | 75 85416 | 1 10000 | 1 23000 | 6 34167 | 13 46392 | 54 103057 | - | - | - | - | 75 85416 | - | - | 33 85279 | 17 78329 | 16 96212 | 5 100400 | 1 40000 | - | 2 54500 |
| London/South East Base for stats Mean Score | 324 77301 | 1 8000 | 2 23000 | 11 34159 | 65 51314 | 245 86859 | - | - | - | 324 77301 | - | - | - | 154 71482 | 50 76038 | 63 95702 | 21 92067 | 21 61134 | 6 66000 | 7 64136 | 324 77301 | 1 8000 | 2 23000 | 11 34159 | 65 51314 | 245 86859 | - | - | - | - | 324 77301 | - | - | 154 71482 | 50 76038 | 63 95702 | 21 92067 | 21 61134 | 6 66000 | 7 64136 |
| South West/Wales Base for stats Mean Score | 59 55351 | - | 1 24000 | 3 36167 | 35 48938 | 20 71020 | - | - | - | 59 55351 | - | - | - | 35 53030 | 3 56833 | 7 62507 | 1 97000 | 10 56864 | 1 35500 | 2 47250 | 59 55351 | - | 1 24000 | 3 36167 | 35 48938 | 20 71020 | - | - | - | - | 59 55351 | - | - | 35 53030 | 3 56833 | 7 62507 | 1 97000 | 10 56864 | 1 35500 | 2 47250 |
| E/W Midlands/East Anglia Base for stats Mean Score | 82 66397 | - | 1 29000 | 3 36000 | 34 48567 | 44 83097 | - | - | - | 82 66397 | - | - | - | 47 62857 | 5 69200 | 12 79354 | 7 70571 | 7 59857 | 1 98000 | 3 60333 | 82 66397 | - | 1 29000 | 3 36000 | 34 48567 | 44 83097 | - | - | - | - | 82 66397 | - | - | 47 62857 | 5 69200 | 12 79354 | 7 70571 | 7 59857 | 1 98000 | 3 60333 |
| North West/North East Base for stats Mean Score | 120 63113 | - | 3 22333 | 6 36650 | 50 49657 | 61 78761 | - | - | - | 120 63113 | - | - | - | 67 58929 | 11 77350 | 20 70289 | 2 57900 | 15 63490 | 3 64338 | 2 53750 | 120 63113 | - | 3 22333 | 6 36650 | 50 49657 | 61 78761 | - | - | - | - | 120 63113 | - | - | 67 58929 | 11 77350 | 20 70289 | 2 57900 | 15 63490 | 3 64338 | 2 53750 |
| Scotland Base for stats Mean Score | 50 63121 | - | 2 23750 | 8 34938 | 16 49909 | 24 84604 | - | - | - | 50 63121 | - | - | - | 24 63604 | 6 46417 | 8 75000 | 4 77500 | 3 63348 | 2 52500 | 3 48667 | 50 63121 | - | 2 23750 | 8 34938 | 16 49909 | 24 84604 | - | - | - | - | 50 63121 | - | - | 24 63604 | 6 46417 | 8 75000 | 4 77500 | 3 63348 | 2 52500 | 3 48667 |

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

| | | MAIN PROFESSIONAL ACTIVITY | | | | | | | | | | | | | | | | | | | | | |
|--------|----------------|----------------------------|--------------------|----------------------|----------------|---------------------------|-------------------------|----------------|--------------------------------|--------------------------|----------------------|--------------------------|-----------------|-----------------|-----------|------------------|------------------|----------------------|-------------------|----------|--------------|---------|-------------------|
| Total | | Academic | Building Surveying | Claims & Dispute Res | Commercial Dev | Construction Contract Mgr | Corporate Property Cons | Environ-mental | Estates Surveyor or (In House) | Facilities Mgmt 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 | Quantity Surveyor |
| 243 | | 3 | 22 | 2 | 15 | 3 | 14 | 4 | 7 | 3 | 3 | 1 | 3 | 4 | 1 | 24 | 3 | 9 | 11 | - | 3 | 3 | 19 |
| 239 | Base for stats | 3 | 22 | 2 | 13 | 2 | 14 | 4 | 7 | 3 | 3 | 1 | 3 | 3 | 1 | 24 | 3 | 9 | 11 | - | 3 | 3 | 19 |
| 86857 | Mean Score | 62333 | 53841 | 60000 | 87154 | 67500 | 194845 | 78750 | 55786 | 70000 | 70000 | 118000 | 55000 | 85667 | 70000 | 67082 | 46333 | 132278 | 150000 | - | 64333 | 51667 | 83825 |
| 213 | Base for stats | 1 | 22 | 2 | 12 | 2 | 11 | 4 | 6 | 3 | 3 | 1 | 3 | 3 | 1 | 21 | 3 | 9 | 11 | - | 3 | 3 | 14 |
| 81332 | Mean Score | 22000 | 53841 | 60000 | 87750 | 67500 | 120257 | 78750 | 45084 | 70000 | 70000 | 118000 | 55000 | 85667 | 70000 | 63808 | 46333 | 132278 | 150000 | - | 64333 | 51667 | 87691 |
| 26 | Base for stats | 2 | - | - | 1 | - | 3 | - | 1 | - | - | - | - | - | - | 3 | - | - | - | - | - | - | 5 |
| 132120 | Mean Score | 82500 | - | - | 80000 | - | 468333 | - | 120000 | - | - | - | - | - | - | 90000 | - | - | - | - | - | - | 73000 |
| 101 | Base for stats | 1 | 8 | 1 | 6 | 1 | 9 | 2 | 2 | - | - | 1 | 1 | 3 | - | 8 | 1 | 6 | 5 | - | 1 | 2 | 4 |
| 96108 | Mean Score | 22000 | 49625 | 35000 | 103333 | 90000 | 128889 | 94000 | 54872 | - | - | 118000 | 30000 | 85667 | - | 72746 | 45000 | 160417 | 221000 | - | 28000 | 47500 | 118000 |
| 15 | Base for stats | - | 5 | - | - | - | - | - | 1 | - | - | - | - | - | - | 3 | - | 2 | - | - | - | - | - |
| 59000 | Mean Score | - | 56000 | - | - | - | - | - | 50000 | - | - | - | - | - | - | 46667 | - | 67500 | - | - | - | - | - |
| 38 | Base for stats | - | 2 | - | 4 | 1 | - | - | 2 | 2 | 89000 | - | 40000 | - | - | 4 | - | - | 2 | 2 | 2 | 1 | 1 |
| 74504 | Mean Score | - | 77500 | - | 77000 | 45000 | - | - | 37068 | - | - | - | - | - | - | 67500 | - | - | 72500 | - | 82500 | 60000 | 140000 |
| 39 | Base for stats | - | 6 | - | 2 | - | 1 | 2 | - | 1 | 1 | - | - | - | - | 3 | 2 | 1 | 2 | - | - | - | 4 |
| 66966 | Mean Score | - | 47500 | - | 62500 | - | 100000 | 63500 | - | 32000 | - | - | - | - | - | 74333 | 47000 | 93000 | 75000 | - | - | - | 93418 |
| 15 | Base for stats | - | 1 | - | - | - | 1 | - | 1 | - | - | - | 95000 | - | 1 | 1 | - | - | 2 | - | - | - | 5 |
| 64930 | Mean Score | - | 67500 | - | - | - | 62824 | - | 36624 | - | - | - | - | - | 70000 | 15000 | - | - | 125000 | - | - | - | 48399 |

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 Asset Mgmt | Property Finance | Rating | Regeneration | SHE | Research | Residential Agent | Residential Dev | Retail Agent | Rural Practice | Valuation | Building Control | Architecture | Other | Male | Female | 18 to 22 | 23 to 26 | 27 to 30 | 31 to 35 | 36 to 45 | 46 to 55 | 56+ |
| | | | | | | | | | | | | | | | | | | | | | | | | |
| Total: | 243 | 14 | 12 | 4 | 4 | 6 | 4 | 2 | 13 | 5 | 3 | 11 | 1 | 6 | 4 | 228 | 15 | 1 | 1 | 4 | 23 | 72 | 96 | 46 |
| Total Base for stats Mean Score | 239 86857 | 14 72893 | 12 96542 | 4 93750 | 4 77750 | 6 52951 | 4 90000 | 2 55000 | 13 86038 | 5 87000 | 3 96667 | 11 92555 | 1 28500 | 6 52500 | 4 89500 | 224 87970 | 15 70233 | 1 22000 | 1 72000 | 4 49250 | 23 74978 | 70 88416 | 95 94265 | 45 79977 |
| Total UK Base for stats Mean Score | 213 81332 | 12 73083 | 11 84864 | 3 91667 | 4 77750 | 5 51541 | 4 90000 | 2 55000 | 11 89682 | 5 87000 | 3 96667 | 8 82438 | 1 28500 | 6 52500 | 3 115667 | 198 82173 | 15 70233 | 1 22000 | 1 72000 | 4 49250 | 19 77500 | 65 86833 | 85 80965 | 38 79841 |
| Total Elsewhere Base for stats Mean Score | 26 132120 | 2 71750 | 1 225000 | 1 100000 | - | 1 60000 | - | - | 2 66000 | - | - | 3 119536 | - | - | 1 11000 | 26 132120 | - | - | - | - | 4 63000 | 5 109000 | 10 207311 | 7 80714 |
| London/South East Base for stats Mean Score | 101 96108 | 8 78375 | 7 77786 | - | 1 90000 | 3 65235 | 4 90000 | - | 6 99167 | 2 132500 | - | 3 84167 | - | 2 57000 | 3 115667 | 93 97053 | 8 85125 | 1 22000 | 1 72000 | 3 49000 | 9 105389 | 29 113197 | 38 95677 | 20 79948 |
| South West/Wales Base for stats Mean Score | 15 59000 | 1 70000 | - | - | - | 1 30000 | - | - | - | - | - | 2 90000 | - | - | - | 14 61071 | 1 30000 | - | - | - | 1 30000 | 4 57500 | 5 57000 | 5 68000 |
| E/W Midlands/East Anglia Base for stats Mean Score | 38 74504 | 2 57500 | 1 100000 | 1 100000 | - | 3 32000 | - | - | 1 100000 | 2 60000 | 2 120000 | 2 78500 | - | 1 66000 | - | 35 77961 | 3 34167 | - | - | - | 4 63750 | 13 65087 | 14 71786 | 7 103571 |
| North West/North East Base for stats Mean Score | 39 66966 | 1 65000 | 3 96333 | 1 90000 | - | - | - | 2 55000 | 3 73833 | 1 50000 | - | 1 70000 | 1 28500 | 2 42500 | - | 36 65880 | 3 80000 | - | - | 1 50000 | 4 56000 | 13 63936 | 17 74794 | 4 58750 |
| Scotland Base for stats Mean Score | 15 64930 | - | - | 1 85000 | - | - | - | - | - | - | 1 50000 | - | - | - | - | 15 64930 | - | - | - | - | 1 15000 | 6 75687 | 8 63103 | - |

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/Wales | East Anglia | Midlands | North West/East | Scotland | Ireland | Americas | Middle East/Asia | Oceania/Australasia | Europe/Non UK | Africa | Asia |
| Total: | 243 | 4 | 27 | 28 | 60 | 124 | 216 | 27 | 52 | 50 | 15 | 8 | 30 | 39 | 16 | 6 | 10 | 2 | 2 | 11 | 1 | 1 |
| Total Base for stats Mean Score | 86857 | 52250 | 65082 | 103875 | 74925 | 94577 | 81332 | 132120 | 110235 | 81116 | 59000 | 84500 | 71838 | 66966 | 64930 | 63000 | 202611 | 97500 | 82500 | 93800 | 11000 | 100000 |
| Total UK Base for stats Mean Score | 213 | 3 | 25 | 25 | 55 | 105 | 213 | - | 52 | 49 | 15 | 8 | 30 | 39 | 15 | 5 | - | - | - | - | - | - |
| Total Elsewhere Base for stats Mean Score | 132120 | 105000 | 46000 | 43667 | 90000 | 166889 | - | 132120 | - | - | - | - | - | - | - | - | 202611 | 97500 | 82500 | 93800 | 11000 | 100000 |
| London/South East Base for stats Mean Score | 101 | 2 | 14 | 17 | 23 | 45 | 101 | - | 52 | 49 | - | - | - | - | - | - | - | - | - | - | - | - |
| South West/Wales Base for stats Mean Score | 15 | - | - | 3 | 2 | 10 | 15 | - | - | 59000 | - | - | - | - | - | - | - | - | - | - | - | - |
| E/W Mids/East Anglia Base for stats Mean Score | 38 | - | 2 | 5 | 13 | 18 | 38 | - | - | - | - | 84500 | 30 | - | - | - | - | - | - | - | - | - |
| North West/North East Base for stats Mean Score | 39 | 1 | 8 | - | 14 | 16 | 39 | - | - | - | - | - | - | 39 | - | - | - | - | - | - | - | - |
| Scotland Base for stats Mean Score | 15 | - | 1 | - | 3 | 11 | 15 | - | - | - | - | - | - | - | 15 | - | - | - | - | - | - | - |

Q8 What is your current salary? (Exclude all benefits such as bonuses, car etc.) Base: Principals (*Other not shown due to low base)

| | SALARY | | | | | | | | LEVEL OF RESPONSIBILITY | | | | | | | | EMPLOYERS MAIN ACTIVITY | | | | | | | |
|---|--------|-------|-----------------|-----------------|-----------------|--------|------|-------|-------------------------|------------|------------|-----------|--------|-----------|-----------|-----------|-------------------------|-------|-----------|--------------|--|--|--|--|
| | Total | <£20k | £20k- £29999 | £30k- £39999 | £40k- £59999 | £60k+ | Asst | Staff | Snr | Assoc/ Mgr | Part/ Exec | Principal | Other* | Comm./Ind | Surv Prac | Inv/ Devt | Fin Serv | Govt | Education | Non - profit | | | | |
| Total: | 243 | 4 | 10 | 26 | 47 | 152 | - | - | - | - | 243 | - | 144 | 22 | 54 | 5 | 13 | 2 | 3 | | | | | |
| Total Base for stats Mean Score | 239 | 4 | 10 | 26 | 47 | 152 | - | - | - | - | 239 | - | 144 | 21 | 51 | 5 | 13 | 2 | 3 | | | | | |
| | 86857 | 13500 | 23150 | 34162 | 48754 | 113774 | - | - | - | - | 86857 | - | 73930 | 82476 | 133784 | 79400 | 62217 | 55000 | 80667 | | | | | |
| Total UK Base for stats Mean Score | 213 | 3 | 9 | 25 | 44 | 132 | - | - | - | - | 213 | - | 127 | 20 | 46 | 3 | 13 | 1 | 3 | | | | | |
| | 81332 | 14333 | 23500 | 34249 | 48532 | 106648 | - | - | - | - | 81332 | - | 72078 | 85000 | 113196 | 64000 | 62217 | 20000 | 80667 | | | | | |
| Total Elsewhere Base for stats Mean Score | 26 | 1 | 1 | 1 | 3 | 20 | - | - | - | - | 26 | - | 17 | 1 | 5 | 2 | - | 1 | - | | | | | |
| | 132120 | 11000 | 20000 | 32000 | 52000 | 160805 | - | - | - | - | 132120 | - | 87771 | 32000 | 323200 | 102500 | - | 90000 | - | | | | | |
| London/South East Base for stats Mean Score | 101 | 1 | 4 | 10 | 18 | 68 | - | - | - | - | 101 | - | 56 | 10 | 24 | 2 | 6 | 1 | 2 | | | | | |
| | 96108 | 18000 | 23500 | 33997 | 50264 | 122797 | - | - | - | - | 96108 | - | 82726 | 86900 | 143021 | 51000 | 83124 | 20000 | 76000 | | | | | |
| South West/Wales Base for stats Mean Score | 15 | - | 1 | 1 | 6 | 7 | - | - | - | - | 15 | - | 12 | - | 3 | - | - | - | - | | | | | |
| | 59000 | - | 20000 | 30000 | 48333 | 77857 | - | - | - | - | 59000 | - | 58333 | - | 61667 | - | - | - | - | | | | | |
| E/W Midlands/East Anglia Base for stats Mean Score | 38 | 1 | 1 | 5 | 8 | 23 | - | - | - | - | 38 | - | 24 | 3 | 8 | - | 2 | - | 1 | | | | | |
| | 74504 | 10000 | 20000 | 34827 | 46500 | 98043 | - | - | - | - | 74504 | - | 75625 | 66333 | 81625 | - | 37068 | - | 90000 | | | | | |
| North West/North East Base for stats Mean Score | 39 | - | 3 | 6 | 8 | 22 | - | - | - | - | 39 | - | 24 | 4 | 8 | 1 | 2 | - | - | | | | | |
| | 66966 | - | 25833 | 33083 | 46959 | 89091 | - | - | - | - | 66966 | - | 59070 | 101250 | 75188 | 90000 | 48750 | - | - | | | | | |
| Scotland Base for stats Mean Score | 15 | 1 | - | 3 | 2 | 9 | - | - | - | - | 15 | - | 7 | 2 | 3 | - | 3 | - | - | | | | | |
| | 64930 | 15000 | - | 37873 | 46500 | 83892 | - | - | - | - | 64930 | - | 49071 | 78500 | 111667 | - | 46148 | - | - | | | | | |



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