



# Project Controls Engineering Salary Survey 2024



## England and Scotland

The JAM Project Controls salary survey is a comprehensive study designed to provide valuable insights into the compensation landscape for professionals working in project controls across various industries. By gathering data from multiple sources and employing rigorous analytical methods, this survey aims to present an accurate picture of the salaries being paid in this field.

According to the regional insights gathered, the project controls job market in the UK is experiencing some uncertainties and challenges. In London and the South East, the end of Crossrail, challenges with HS2, a perceived slowdown in Network Rail, and changes within Thames Water are causing some uncertainty. However, an upsurge in defence spending is a positive factor in the region.

In the South West, the lack of accessibility to Hinkley Point C (HPC) is driving candidates to seek higher salaries and packages, whilst there is a perceived slowdown in defence recruitment related to DE&S. The Midlands region is experiencing a slight reduction in salary expectations due to changes in HS2, which have caused uncertainty among candidates.

The North West is seeing a demand for increased salaries due to the significant levels of recruitment being undertaken by BAE Systems and Sellafeld's supply chain. Uncertainty within Network Rail and TRU has also driven candidates to search for roles outside of infrastructure. The North East region is affected by candidates being attracted to the North West and Midlands regions, where salaries and packages have historically been higher.



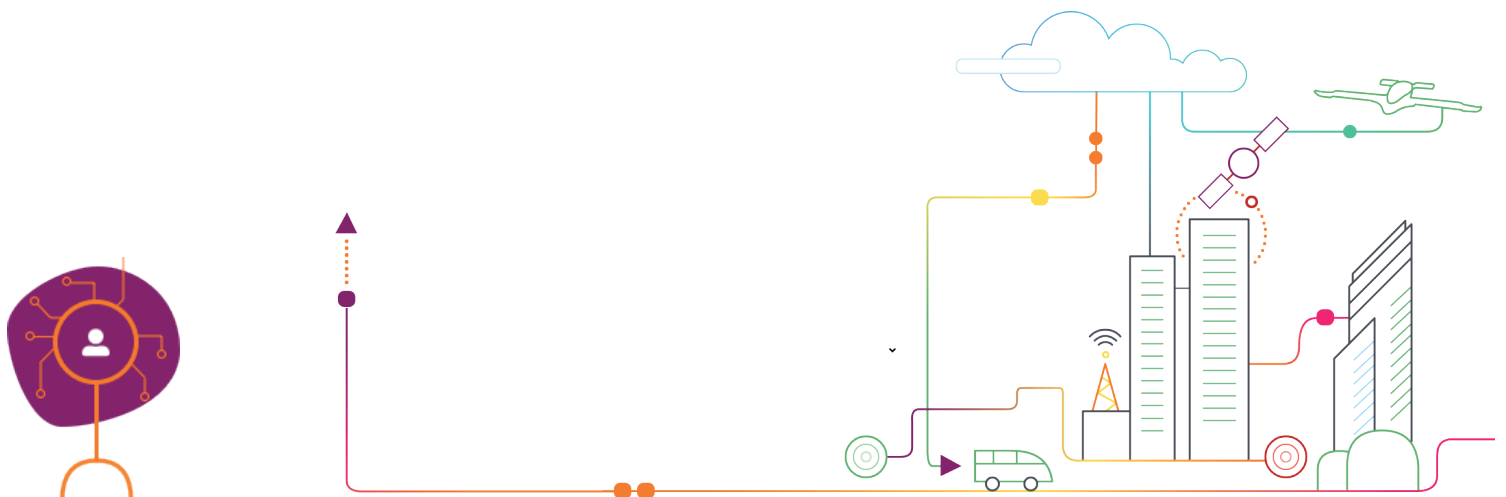
## Key factors and influences

Several factors can impact a project controls professional's earnings, including education, certification, level of experience, type of contract, job title, industry, location, team and company size, and project management methodology. Higher educational attainment, particularly in business or project management, can lead to higher salaries and better job prospects. Earning certifications, such as those offered by the Association for Project Management (APM), can also validate skills and experience, resulting in increased earning potential.

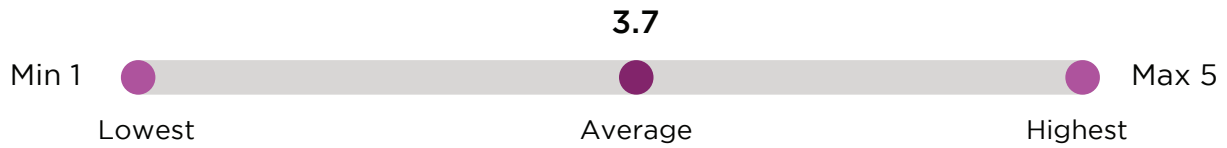
Experience plays a significant role in determining earning levels, with more senior positions commanding higher wages. The type of contract also influences compensation, with freelancers and consultants often earning more than those on permanent or fixed-term contracts. Job titles, such as Lead Project Controls Manager, Senior Project Controls Manager, and Project Controls Director, are associated with different salary ranges.

The industry in which a project controls professional works can greatly impact their earnings, with some of the highest-paying sectors being defence, technology, and IT. Location is another important factor, with London typically offering the highest salaries, although this is often offset by the higher cost of living in the capital.

The size of the organisation and the team a project controls professional oversees can also affect their earnings, with larger organisations and teams generally corresponding to higher median annual salaries. Finally, the project management methodology employed and project value/complexity may have a minor influence on pay, although this often depends on the industry, company culture, and type of project.



## How would you rate your current employer overall?



The average satisfaction rating of 3.7 out of 5 for employers in the industry indicates that, whilst employees are generally content, there is certainly scope for enhancement. For employers, this rating should serve as an impetus to evaluate and tackle areas where they can boost employee satisfaction, as this can lead to numerous advantages, such as increased productivity, reduced staff turnover, improved talent attraction, and better overall business performance. Furthermore, in a competitive job market, a satisfaction rating of 3.7 out of 5 may put companies at risk of losing top talent to other organisations that prioritise employee satisfaction and well-being, making it crucial for employers to continuously monitor and strive to improve employee satisfaction to maintain a competitive edge and build a strong, loyal workforce. From a recruitment perspective, this moderate level of satisfaction may impact a company's ability to attract high-quality candidates, as job seekers increasingly prioritise factors such as work-life balance, career development opportunities, and positive work culture when considering employment options.



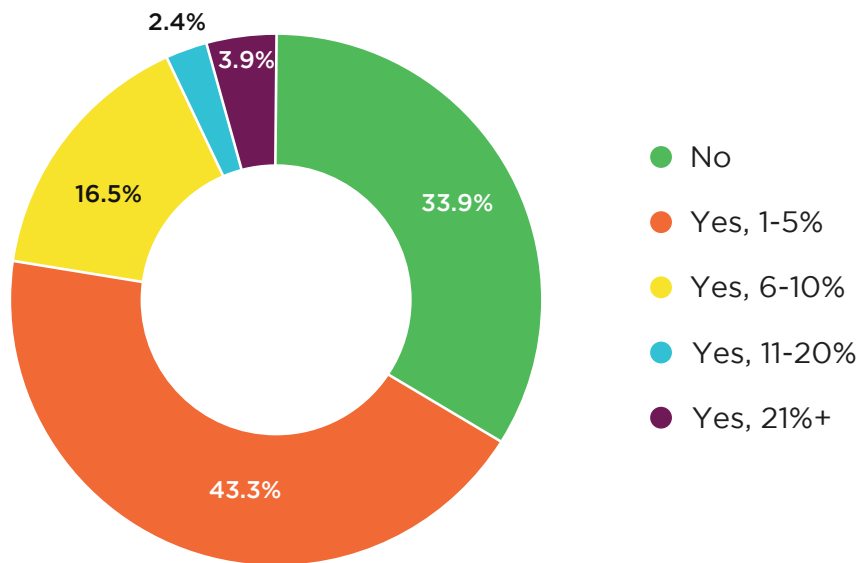
**Gender pay gap**



**Average holiday days  
(excluding bank holidays)**



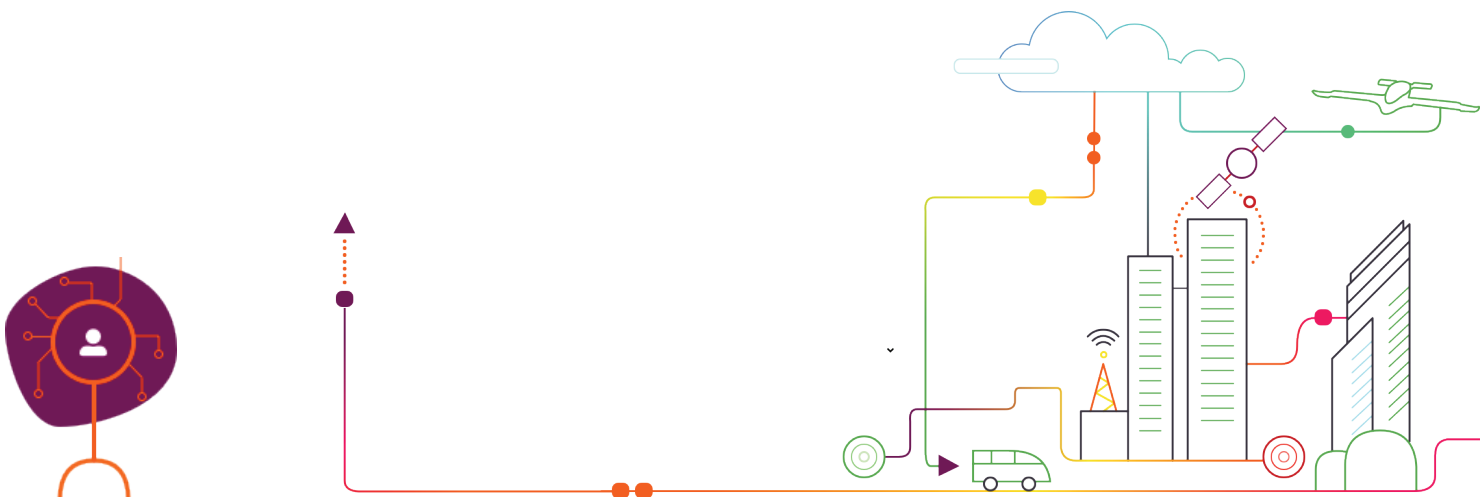
## Have you received a pay rise in the last year?



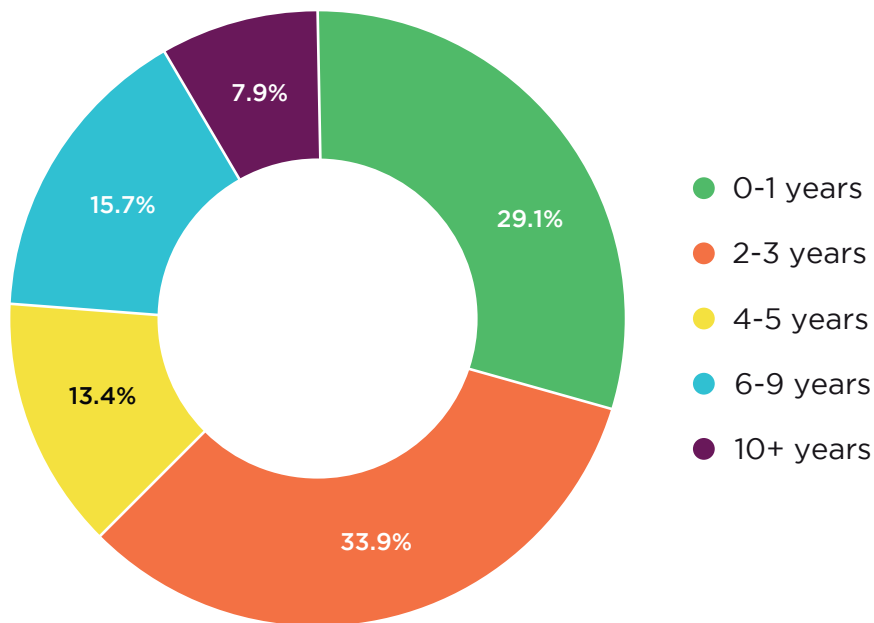
The data presented in the chart provides insights into the percentage of respondents who received pay rises during the previous year, broken down by the magnitude of the increase. The results reveal that 33.9% of respondents did not receive a pay rise, whilst the remaining 66.1% experienced increases ranging from 1-5% to more than 21%. Notably, the majority of those who did receive a pay increase fell into the 1-5% category, which was below the rate of inflation.

These findings have noteworthy implications for hiring and retention within organisations. Although many respondents received pay increases, the fact that most of these increases were in the 1-5% range, failing to keep pace with inflation, suggests that many companies may not be doing enough to retain their employees by providing competitive remuneration that accounts for the rising cost of living. This approach can lead to increased staff turnover as employees seek opportunities with higher salaries that better accommodate their financial needs. The substantial proportion of respondents who did not receive a pay rise may be even more inclined to explore new opportunities, potentially resulting in increased hiring expenses and the loss of valuable experience for their current employers.

Organisations that neglect to offer competitive pay and regular salary increases that align with, or exceed, the rate of inflation risk losing skilled employees to companies that do. To enhance retention, it is essential for businesses to periodically assess and modify their compensation strategies to guarantee they remain competitive within the market, adequately recognise the contributions of their employees, and account for the impact of inflation on their workforce's financial well-being.



## How long have you been in your current role?



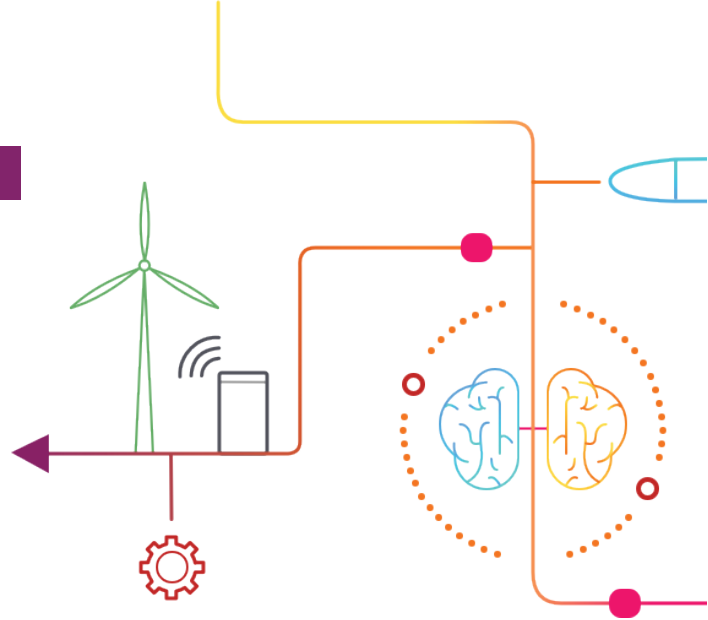
The data presented in the chart illustrates the length of time respondents have been in their current roles, providing valuable insights into job tenure within the industry. The largest proportion of respondents, at 33.9%, have been in their current positions for 2-3 years, followed by those who have held their roles for 0-1 years at 29.1%. This suggests a relatively high turnover rate, as over 60% of respondents have been in their current roles for less than 4 years. However, it is important to note that the COVID-19 pandemic may have skewed these results, as many individuals may have changed roles or experienced job loss due to the economic impact of the pandemic.

The shorter tenure could indicate a need for organisations within the industry to focus on improving employee retention strategies, such as offering competitive compensation, providing opportunities for career growth and development, fostering a positive work culture, and promoting work-life balance. By addressing these factors, companies may be able to reduce turnover costs associated with frequent hiring and training, maintain institutional knowledge, and cultivate a more stable and experienced workforce, ultimately contributing to the industry's long-term success. Nevertheless, further analysis should be conducted to determine the extent to which the pandemic has influenced these results and to identify any underlying trends in job tenure that may have existed prior to the pandemic.



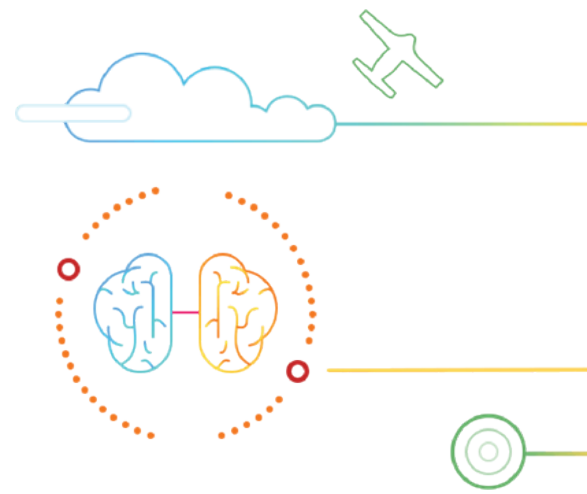
## Top things people like about their current employer

1. Stability
2. Flexibility/Flexible working
3. Work-life balance
4. Pays on time
5. Supportive environment/team
6. Culture
7. Location
8. Trust and freedom in decision-making
9. Respectful and appreciative atmosphere
10. Financial benefits including pension and bonus



## Top things people will look for in a new employer

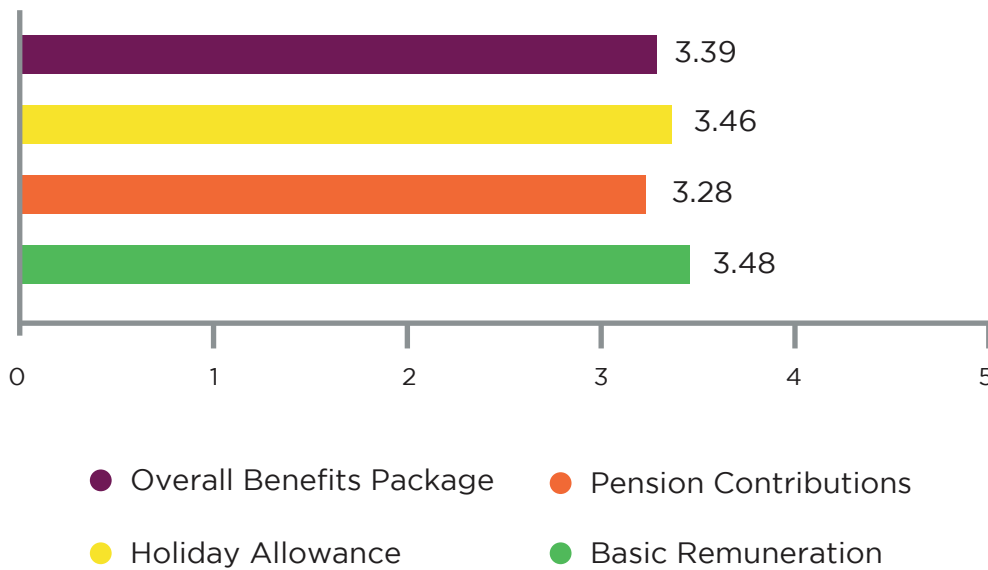
1. Higher salary or pay raise
2. New challenges
3. Flexibility/Flexible working options
4. Career growth or development opportunities
5. Good working culture or environment
6. Job satisfaction
7. International exposure
8. Financial security
9. Remote or hybrid work options
10. Increased responsibilities



The top factors that employees appreciate about their current employers, such as stability, flexibility, work-life balance, supportive environment, and a respectful atmosphere, are crucial for employee retention. These elements contribute to job satisfaction and create a positive work experience, making employees more likely to stay with their current organisation. On the other hand, the top factors that employees seek in a new employer, including higher salary, new challenges, career growth opportunities, good working culture, and remote or hybrid work options, provide valuable insights for recruitment strategies. To attract top talent, companies should emphasise these aspects in their job postings, interviews, and employer branding efforts. By aligning their offerings with the priorities of job seekers, organisations can position themselves as attractive employers and improve their chances of securing the best candidates. Ultimately, by focusing on the factors that matter most to employees, companies can enhance both retention and recruitment efforts, leading to a more stable, satisfied, and high-performing workforce.



## How satisfied are you with the following:



The average satisfaction scores for basic remuneration, pension contributions, holiday allowance, and overall benefits package range from 3.28 to 3.48 out of 5. These scores suggest a moderate level of satisfaction among employees, but they also indicate a certain degree of apathy or indifference towards these aspects of their employment.

An average satisfaction score of around 3.4 out of 5 implies that employees are neither highly satisfied nor extremely dissatisfied with their current compensation and benefits. This level of satisfaction may be seen as "just okay" or "adequate" by many employees, rather than being exceptionally positive or negative.

From an employer's perspective, this apathy could be a cause for concern, as it may lead to a lack of engagement, reduced motivation, and a higher likelihood of employees seeking other opportunities. When employees are not highly satisfied with their remuneration and benefits, they may be more inclined to explore other job options that offer better compensation or more comprehensive benefits packages.

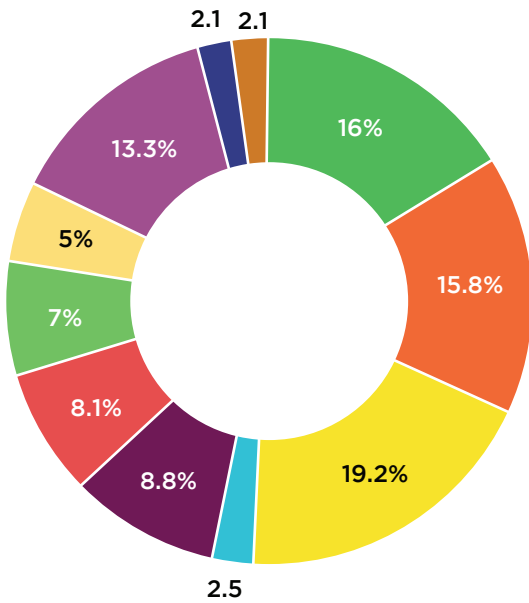
To address this issue, employers should consider reviewing and improving their compensation and benefits strategies to better align with employee expectations and market standards. By actively seeking feedback from employees and making necessary adjustments, companies can work towards increasing employee satisfaction, thereby boosting engagement, productivity, and retention rates.

Ultimately, the goal should be to shift employee perceptions from apathy to genuine satisfaction and appreciation for the remuneration and benefits they receive. This, in turn, can foster a more positive work environment and contribute to the overall success of the organisation.



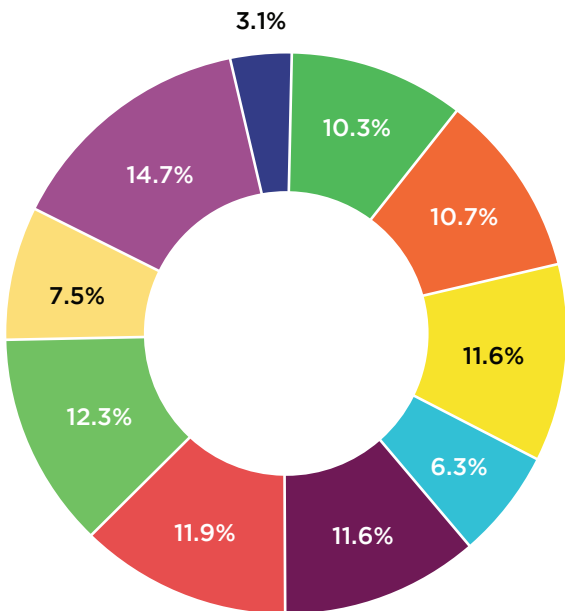


## What benefits are you currently offered?



- Hybrid Work
- Flexible Work
- Health Insurance
- Childcare Resources
- Paid Courses
- Increased Pension
- Extra Holidays
- Study Support
- Bonus
- None of the above
- Other

## What benefits would you like to be offered?



- Hybrid Work
- Flexible Work
- Health Insurance
- Childcare Resources
- Paid Courses
- Increased Pension
- Extra Holidays
- Study Support
- Bonus
- Other



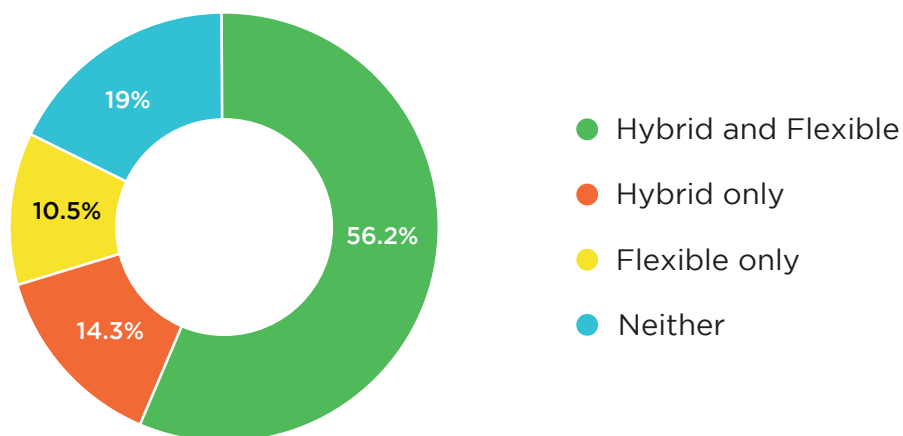
## How important are benefits as a key deciding factor when faced with a job offer?



To attract top talent and retain valuable employees, companies must align their benefits packages with the preferences expressed by their workforce. Whilst many organisations already offer popular benefits such as hybrid work, flexible arrangements, and health insurance, there is still room for improvement. By providing a comprehensive range of benefits that cater to the diverse needs and desires of employees, including highly sought-after options like bonuses, extra holidays, increased pension contributions, and paid courses, companies can differentiate themselves in a competitive job market and demonstrate their commitment to employee well-being and work-life balance.

Moreover, offering benefits that address the varied needs of employees, such as childcare resources and study support, can foster a more inclusive and supportive work environment. This, in turn, can lead to increased job satisfaction, loyalty, and motivation among staff members. By regularly reviewing and adapting their benefits packages to meet the evolving expectations of their workforce, organisations can position themselves as attractive employers, reduce turnover rates, and cultivate a dedicated and high-performing team.

## Does your employer currently offer hybrid or flexible working?



Based on the data, most employers (56.2%) offer both hybrid and flexible working options to their employees. This suggests that in the current hiring landscape, providing flexibility is becoming increasingly important for attracting and retaining talent. Offering a combination of in-office and remote work, as well as flexibility in schedules, allows employees to achieve a better work-life balance and can boost job satisfaction. Companies that fail to provide these options may struggle to compete for top candidates who prioritise flexibility. Additionally, the 19% of employers not offering any form of hybrid or flexible work arrangements may face challenges with employee retention, as their workforce could be more likely to seek out opportunities with companies that better meet their needs and preferences. Overall, this data indicates that adaptable work models are key considerations for successful hiring and retention strategies in many organisations today.

## Project Management

	Permanent		Contractor (PAYE)		Contractor (Ltd)	
	Min	Max	Min	Max	Min	Max
Project Manager	60,000	90,000	400	525	525	650
Programme Manager	80,000	100,000	500	600	625	750
Project Director	90,000	120,000	600	700	750	875

## Planning and Scheduling

	Permanent		Contractor (PAYE)		Contractor (Ltd)	
	Min	Max	Min	Max	Min	Max
Project Planner	40,000	65,000	300	450	350	450
Senior Project Planner	60,000	100,000	450	650	525	800
Planning Manager	60,000	110,000	400	600	525	650

## Project Controls

	Permanent		Contractor (PAYE)		Contractor (Ltd)	
	Min	Max	Min	Max	Min	Max
Project Controls Engineer	40,000	65,000	325	450	350	450
Senior Project Controls Engineer	60,000	75,000	450	550	400	500
Project Director	70,000	90,000	500	700	575	700

## PMO (Project Management Office)

	Permanent		Contractor (PAYE)		Contractor (Ltd)	
	Min	Max	Min	Max	Min	Max
PMO Analyst/Reporting	40,000	70,000	250	500	350	500
PMO Director	80,000	120,000	500	600	625	750

## Cost Engineering

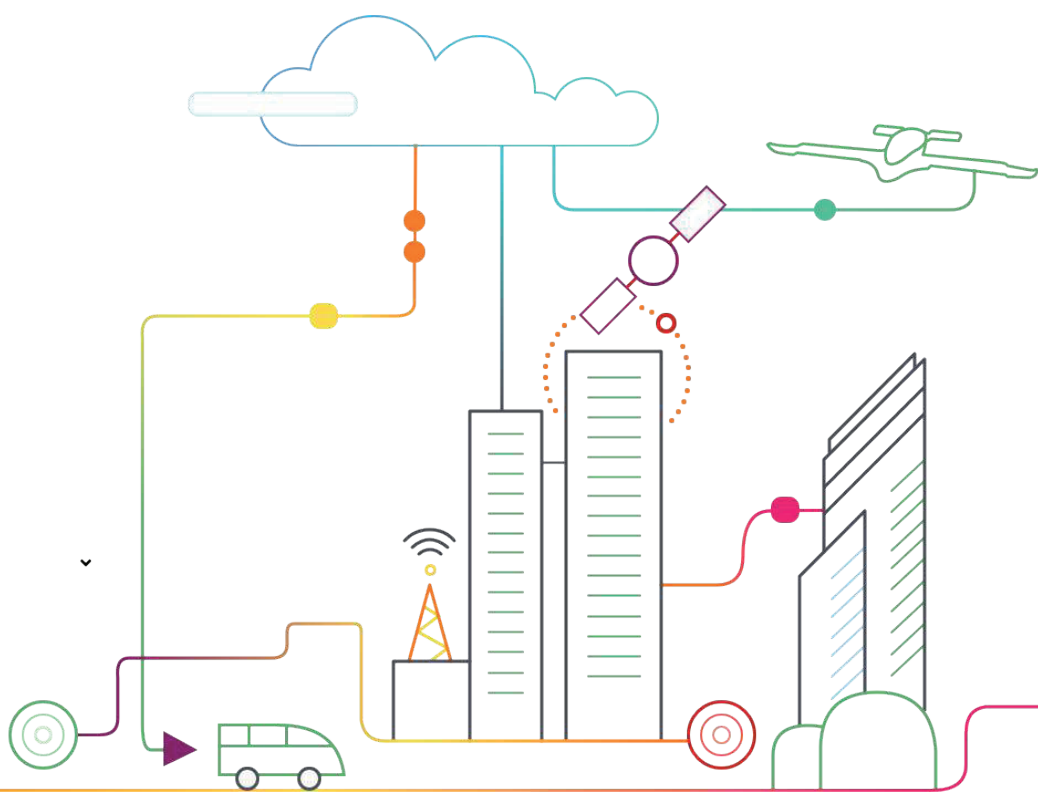
	Permanent		Contractor (PAYE)		Contractor (Ltd)	
	Min	Max	Min	Max	Min	Max
Cost Engineer	50,000	70,000	300	450	400	575
Senior Cost Engineer	60,000	80,500	400	500	525	625
Principal Cost Engineer	75,000	100,000	500	600	625	750
Senior Cost Manager	90,000	110,000	550	650	700	800

## Conclusion

The data presented in the report offers valuable insights into employee satisfaction, remuneration, and benefits within the industry. The average satisfaction rating of 3.7 out of 5 suggests that while employees are generally content, there is room for improvement. Employers should view this as an opportunity to address areas of concern and enhance employee satisfaction, as doing so can lead to increased productivity, reduced turnover, and improved talent attraction. In a competitive job market, companies that prioritise employee well-being and offer competitive compensation and benefits packages are more likely to retain top talent and maintain a strong, loyal workforce.

The report also highlights the importance of offering regular pay rises that keep pace with inflation. Most respondents who received pay increases fell into the 1-5% category, which is below the inflation rate. This may lead to increased staff turnover as employees seek opportunities with higher salaries that better accommodate their financial needs. Organisations that fail to offer competitive pay and regular salary increases risk losing skilled employees to companies that do. To improve retention, businesses should periodically assess and modify their compensation strategies to ensure they remain competitive within the market and account for the impact of inflation on their workforce's financial well-being.

Moreover, the report emphasises the significance of offering a comprehensive range of benefits that cater to the diverse needs and preferences of employees. Popular benefits such as hybrid work, flexible arrangements, and health insurance are already provided by many organisations, but there is still room for improvement. By offering highly sought-after options like bonuses, extra holidays, increased pension contributions, and paid courses, companies can differentiate themselves in a competitive job market and demonstrate their commitment to employee well-being and work-life balance. Regularly reviewing and adapting benefits packages to meet the evolving expectations of the workforce can help organisations position themselves as attractive employers, reduce turnover rates, and cultivate a dedicated and high-performing team.





## GET IN TOUCH

Since 2000, JAM has delivered contract and permanent staffing solutions to Engineering, Construction and Technology businesses across the globe. We provide tailored staffing solutions alongside best practice techniques that are fully scalable and flexible to the needs of both our candidates and clients.

Our UK salary guide serves as a bespoke source of information to help clients and candidates understand salary data across different industries and disciplines.

Should you need any further assistance, please contact:

0161 962 6111

[e.hammersley@jamrecruitment.co.uk](mailto:e.hammersley@jamrecruitment.co.uk)

[www.jamrecruitment.co.uk](http://www.jamrecruitment.co.uk)

**JAM Recruitment,**  
600 Lakeview, Centre Park Square,  
Warrington WA1 1RW

