



THE 2004 RICS AND
MACDONALD & COMPANY

THE FULL FACTS

Salary & Benefits Survey



MACDONALD & COMPANY

THE 2004 RICS AND MACDONALD & COMPANY SALARY BENEFITS SURVEY

RESEARCH FINDINGS

FOREWORD

This document contains findings of The 2004 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 fifth 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, 2825 UK and non-UK surveying professionals participated between late December 2003 and early February 2004.

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

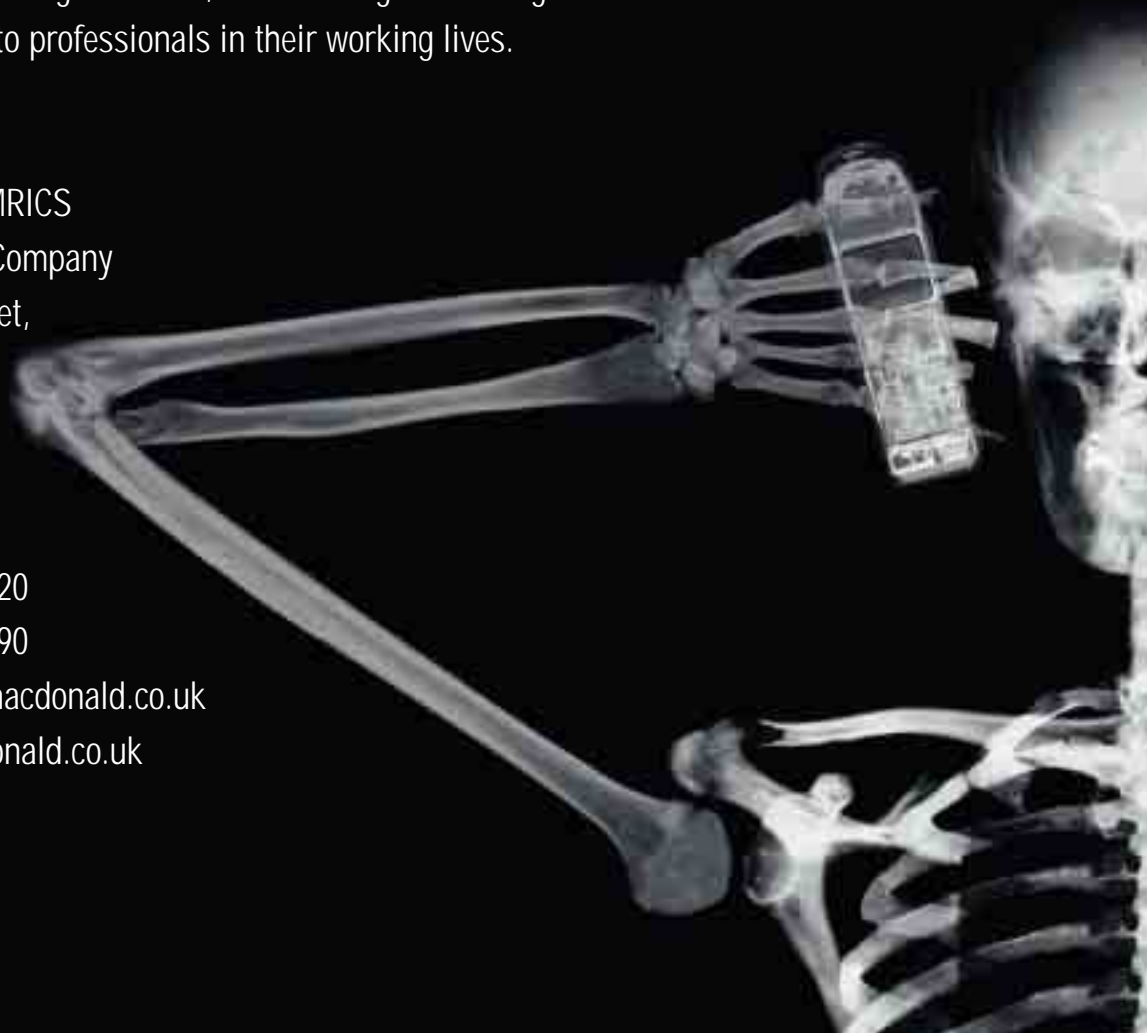
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1 - SUMMARY OF FINDINGS

Current Salaries, Bonuses and Benefits

The average salary of professionals working in the property sector is £36,567, excluding bonuses and other benefits. This is up 8.2% on last year's survey when average earnings were £33,804.

In 2003 (when the survey was conducted solely online), there was a significant decrease in salary from 2002 (4.9%) and BPRI accounted for this by citing the younger age profile of respondent professionals. In 2004, we see the age profile is up slightly (average age 37), and this may account for some of the increase. Nevertheless, average salary is still up by 3% from 2002.

We might account for the salary increase by suggesting an easing of the recession that has haunted industry since 2001, but respondents do not report bigger salary increases this year. In fact, the average increase in salary reported by respondents taking part this year was 4.6% (down 0.4% on 2003) and there has been a slight decrease in the percentage of respondents reporting salary increases overall (76% in 2004 compared to 78% in 2003).

Year	Average age	Avg sal (£)
2002	41	35,517
2003	34	33,804
2004	37	36,567

11% of survey participants are surveying professionals who work mainly outside the UK. Their average salary is £45,572, 28% higher than those working mainly in the UK (£35,509).

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

Those working in a Surveying Practice/PLC, Commercial/Industrial sector, and Central/Local Government account for the bulk of those who participated in the survey this year (34%, 23% and 16% respectively). However, it is those who are employed in Financial Services and Investment & Development who enjoy the highest salaries, in contrast to those in Central / Local Government, Non Profit making organisations and Surveying Practice / PLC, who typically earn the least.

Although based upon relatively small sub-groups, those whose main activity is Fund Management, Investment Brokerage, Property Finance and Transport Planning enjoy average earnings above those working in other areas of activity. Other high earning categories include Corporate Property Consultancy, Facility Management Consultancy, Commercial Development, Claims & Dispute Resolution, Project Management, Residential Development, Facility Management In-House, Facility Management Service Provider, Minerals, Construction Contract Management and Property Asset Management. Least well paid are those employed in Rural Practice, Office Agents and Building Contractors.

Average Annual Salary and Bonus by Prime Professional Activity

	Average Salary 2004 £pa	Average Bonus £pa	Total £pa	Salary % change 2003-4	Number of participants answering
All Participants	36,567	2,509	39,076	8	2,782
Fund Management	60,661	8,667	69,328	37	36
Investment Brokerage	57,212	8,121	65,333	53	33
Property Finance	55,750	7,183	62,933	5	25
Corporate Property Consultancy	49,795	4,329	54,124	24	70
Commercial Development	48,418	4,558	52,976	10	71
Claims & Dispute Resolution	45,793	2,364	48,157	3	32
Project Management	45,709	2,453	48,162	18	116
Residential Development	43,173	4,383	47,556	28	45
Facility Management In-House	42,278	3,048	45,326	n/a	47
Facility Management Service Provider	42,242	2,968	45,210	n/a	31
Minerals	41,906	1,816	43,722	36	34
Construction Contract Manager	41,265	2,833	44,098	-2	27
Property Asset Management	41,234	2,429	43,663	7	264
Town & Country Planner	38,658	2,353	41,011	n/a	77
Regeneration	37,456	1,108	38,564	-2	44
Rating	37,361	2,170	39,531	15	47
Retail Agent	34,394	3,914	38,308	24	35

1 - SUMMARY OF FINDINGS

	Average Salary 2004 £pa	Average Bonus £pa	Total £pa	Salary % change 2003-4	Number of participants answering
Valuation	34,253	4,021	38,274	7	246
Contractors Quantity Surveying	34,139	1,705	35,844	1	150
General Practice	33,831	2,048	35,879	n/a	83
Professional Quantity Surveying	33,494	1,457	34,951	6	326
Landlord & Tenant	33,351	1,998	35,349	6	131
Building Surveying	29,486	1,391	30,877	2	365
Industrial Agent	29,142	3,008	32,150	5	31
Geomatics	29,074	1,784	30,858	-17	37
Building Contractor	28,085	263	28,348	n/a	20
Office Agent	27,883	3,028	30,911	0	53
Rural Practice	27,742	1,197	28,939	0	146

Base: All participants giving an answer (2,782) Table excludes those categories with the smallest sub-groups (less than 20 respondents) i.e. Academic (19), Antiques & Fine Art (1); Contaminated Land (5); Environmental Consultant (11); Environmental Impact (8); Facilities Management Consultant (13); Research (16); Residential Agent (17); Transport Planner (5); Waste Management (6).

Average Salary (Excluding Bonuses) by Level Of Responsibility and Sector

	All £pa	Assistant £pa	Surveyor £pa	Senior Surveyor £pa	Associate Manager £pa	Partner Executive £pa	Principal £pa
Base:	2,782	300	610	660	695	310	72
Financial services	49,028	18,850	29,694	41,076	51,516	89,538	-
Investment/Dev't	45,776	18,536	24,621	44,347	48,674	65,676	89,900
Commercial/Industrial	37,349	19,388	28,356	36,890	42,274	62,440	71,650
Education	35,032	17,480	27,588	31,192	42,752	50,880	-
Surveying Practice/PLC	33,964	18,192	25,122	33,509	39,415	55,778	44,409
Non-profit making	33,229	18,688	24,610	31,721	37,351	59,593	-
Central/Local Gov't	32,406	19,796	25,390	32,045	37,869	49,465	45,368
Average All	36,567	18,841	26,082	34,761	41,691	60,086	58,117

Base: All participants giving an answer (2782)

Average Salary (Excluding Bonuses) by Level of Responsibility and Geographic Location

	All £pa	Assistant £pa	Surveyor £pa	Senior Surveyor £pa	Associate Manager £pa	Partner Executive £pa	Principal £pa
Base:	2,782	300	610	660	695	310	72
London/South East	40,044	20,881	27,534	39,266	44,399	65,080	57,938
South West/Wales	31,437	18,393	28,120	30,745	35,996	46,821	31,953
Midlands/East Anglia	32,058	17,267	24,699	32,239	38,114	48,415	51,547
Scotland	33,007	19,685	24,932	30,933	43,595	58,671	56,667
North West/North East	32,592	17,843	24,651	32,002	36,932	55,668	55,250
Average UK	35,509	19,090	26,186	34,422	40,602	59,350	54,630
Average Non UK	45,572	14,682	24,174	37,219	49,484	64,566	77,455
Average All	36,567	18,841	26,082	34,761	41,691	60,086	58,117

Base: All participants giving an answer (2782)

Among this sample, Partners and Executives earn more than Principals: on average £60,086 versus £58,117. This disparity is explained by differences in the size of the organisations within which these people work, and by regional variations within the sample. Principals on average have a comparably higher level of experience (18.1 years among Principals vs. 15.6 years among Partners/Executives on average), and are more inclined to be in smaller firms. (61% of Principals are in firms employing up to five staff vs. just 8% of Partners/Executives saying the same.)

Senior Surveyors earn less than Associates/Managers: £34,761 versus £41,691. Surveyors and Assistants earn the least: £26,082 and £18,841 on average respectively.

Differences by Gender and Age

Women represent 21% (17% in 2003, 9% in 2002) of survey participants and, among them, the most mentioned activities in which they are employed are: Valuation (11%), Property Asset Management (10%), Professional Quantity Surveying (10%), Rural Practice (9%), Building Surveying (8%) and Landlord & Tenant (8%). Among the men, the most mentioned prime professional activities in which they are employed are: Building Surveying (14%), Professional Quantity Surveying (12%), Property Asset Management (9%) and Valuation (8%).

On average, women's salaries are 27% less than their male counterparts: £28,201 versus £38,774. The difference between male and female salaries is largely due to the younger profile of women participating in the survey, corresponding to lower levels of experience in the sector (average 6.4 years among women versus 11.1 years among men), and the lower proportion of women working outside the UK. However, last year the difference between male and female salaries was 22%: this might indicate that the disparity between male and female salaries is increasing.

Women also report a slightly lower rate of salary increase at an average of 4.3%, compared with men, for whom salaries have gone up by 4.7%.

As may be expected, there is a close relationship between salary and age. The youngest participants in the survey, those aged 18-22 years, earn the least: £15,176 on average (versus £15,542 reported a year ago). Participants aged 46-55 earned more than those aged 56+ (£48,691 vs. £46,119).

Average salary data might also suggest that older respondents have received higher salary increases in the last year: younger age groups earn around the same or slightly more than in 2003, but as respondent age increases, the difference between 2003 and 2004 salaries also increases. However, older groups do not report higher pay increases - in fact, the opposite is true (18-22: 2.8%; 23-26: 6.0%; 27-30: 5.2%; 31-35: 5.4%; 36-45: 4.1%; 46-55 3.2%; 56+: 3%). Higher average salaries among older age groups may be influenced by the higher proportions of those based overseas.

Salary Increases

Just over three quarters of participants (76%) had an increase in salary at their most recent pay review. This is down 2% from last year. Furthermore, the average overall increase is also down slightly at 4.6% (versus 5% in 2003).

Those enjoying the greatest increases this year (more than 6%) include those employed in Fund Management (average 6.3%) and Investment Brokerage (average 6.2%).

Receiving the smallest salary increases (less than 3% on average) are those working in Research, Construction Consultancy Management, Geomatics and Building Construction. (These findings should be treated with some caution, being based on fairly small sample sizes.)

Participants aged between 23 and 26 experienced larger salary increases (6%) and those aged over 56 the lowest (3%). In contrast to last year, men report a slightly higher rate of increase in salaries at 4.7% on average, compared with women, whose salaries have gone up by 4.3%.

Those working in the UK experienced an average salary increase of 4.8% compared to 3.5% amongst those elsewhere in the world. However, those in Africa, North East England and Anglia saw the highest increase overall.

Bonuses

Whilst almost half of the survey participants did not receive any bonuses during the last 12 months (44%), the average value of bonuses was £2,509 overall, an increase of 3.2% on last year's £2,431.

As with salaries, bonuses were again greater among respondents employed overseas: £2,399 among those who mainly work in the UK, and £3,399 among those who mainly work outside the UK.

Bonuses are also significantly higher among higher salaried sectors: Fund Management, Investment Brokerage and Property Finance (all bonused at an average £7k+). Similarly, those working mainly in Greater London and the South-East also enjoy higher bonuses than those in other UK regions.

In comparison with the 2003 Survey results, the proportion receiving any bonus has not changed (55%); in addition, the average value of the bonus has increased by less than the reported average increase in salaries (increase in salaries: 8.2%; increase in bonuses: 3.2%).

Benefits

More or less unchanged from last year, the majority receive some form of additional benefits as part of their package (92% vs. 94% last year). The most frequently mentioned benefits are: a contributory pension (57%; down 5% from last year), health insurance (44%; down 4% from last year), performance related bonus (39%; up 1% from last year) and a company car (32%; down 3% from last year). These four are also the most frequently mentioned as being 'new' among those having received a 'new benefit' as part of their employment package during the last year.

Issues Important in Role and Attitudes toward Employment

43% of respondents say they were first attracted to the Property Profession because of an interest in property, 23% due to chance and 21% because of a contact in the industry. Only 5% say they were attracted by the potential financial rewards.

Nevertheless, by far the most important aspects of their job now are having a range of interesting work (65% very important) and salary (61% very important). The majority also place particular importance on career progression (52%) and management style (50%).

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

Attitudes toward Technology and Use of the Internet

As in last year's survey, almost all (all but 11) respondents have access to the Internet, either at work or at home. Relevant to their role and day-to-day methods of working, the proportion of property professionals who have direct access to the Internet via their own PC at work has not changed since last year (92%). A slight decrease, however, is seen among those who have access at home: down from 75% to 68%.

Reasons for Changing Job

When asked 'If you were to leave your present employer, what would your reasons be?', the most frequently mentioned reasons were better salary (66%), better career prospects (52%) and better benefits package (34%).

Other main reasons for leaving an employer include management style (28%), while a quarter mention change of career (23%), and one in five thought relocation (19%) would be an option for them.

When asked 'How likely are you to change employers within the next 12 months?', 67% said they were not very or not at all likely (up 2% from last year). 12% said that they were very likely to change employers (down from 13%).

However, the likelihood to change employers does change with age. The youngest respondents (18-22) - presumably many are recently hired graduates - are least likely to change employers in the next twelve months (only 9% very likely), but the likelihood of changing employers increases sharply for those aged 23-26, with 17% very likely. The likelihood of changing employers starts to decrease at 31 until respondents reach retirement age, when there is another increase.

Economic Activity in the next 12 months

Almost half the property professionals who responded to the survey (49%) anticipate that the economic activity in their chosen professional activity will remain unchanged in the next twelve months. 45% anticipate an increase (only 6% a decrease).

2 - METHOD & SAMPLE PROFILE

2.1 Overview

A self-completion questionnaire was included in the January 2004 issue of *Property Week* and readers were invited to complete and return it by post or fax, or to take part on-line via the Macdonald & Company or RICS websites. The results have been collated and analysed by Business Planning and Research International.

2,825 UK and non-UK surveying professionals participated. On this basis, 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, compared with 3% who are freelance and 2% who describe their current role as temporary.

Nearly two-thirds (62%) are accounted for among those that describe their prime professional activity as: Building Surveying, Professional Quantity Surveying, Valuation, Property Asset Management, Project Management, Contractors Quantity Surveying, Rural Practice and Landlord & Tenant.

Two thirds (63%) are at Senior Surveyor level or higher; Surveyors (22%) and Assistants (11%) account for most of the remainder. At the highest level, just over one in ten describe themselves as Principals, Partners or Executives (14%).

As regards the nature of the organisations for which they work, the most mentioned are: Surveying Practice/PLC (34%), Commercial/Industrial (23%), and Central/Local Government (16%). The remainder (28%) include those working in Investment/Development, Financial Services, Non-profit Making Organisations, and Education.

Over a third of participants mainly work in London and the South-East (36%), with the remainder principally working elsewhere in the UK (54%). 11% work outside the UK.

The majority of participants are men – 79% (83% in 2003). Their average age is 37.8 years (37.2 years in 2003), with 11.1 years (10.9 years in 2003) experience in the sector. The profile of the women taking part is younger, their average age being 31.5 years (31.3 years in 2003) with 6.4 years (6.2 years in 2003) experience. 41% of all participants are employed within organisations with 500+ employees versus 17% who are within smaller firms with 20 or fewer people.

2.2 Charts

(a) Sample Profile:

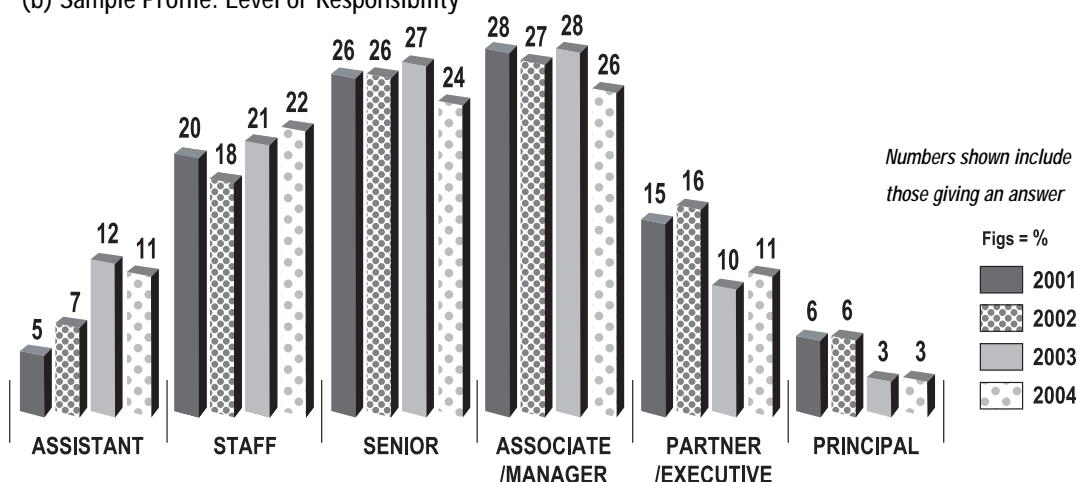
Prime Professional Activity	2001 No. of Participants	2002 No. of Participants	2003 No. of Participants	2004 No. of Participants
Building Surveying	504	411	440	368
Professional Quantity Surveying	479	394	398	335
Property Asset Management	309	298	257	266
Valuation	451	337	258	251
Contractors Quantity Surveying	322	253	190	150
Rural Practice	312	273	140	146
Landlord & Tenant	135	84	121	132
Project Management	177	126	216	117
Facilities Management	80	56	99	91
General Practice	n/a	n/a	n/a	84
Town & Country Planner	97	60	53	78
Commercial Development	82	71	82	76
Corporate Property Consultancy	64	52	74	70
Office Agent	27	30	44	53
Rating	68	66	46	47
Residential Development	62	51	48	47
Regeneration	n/a	n/a	8	44
Geomatics	56	48	44	37
Fund Management	31	17	29	36

2 - METHOD & SAMPLE PROFILE

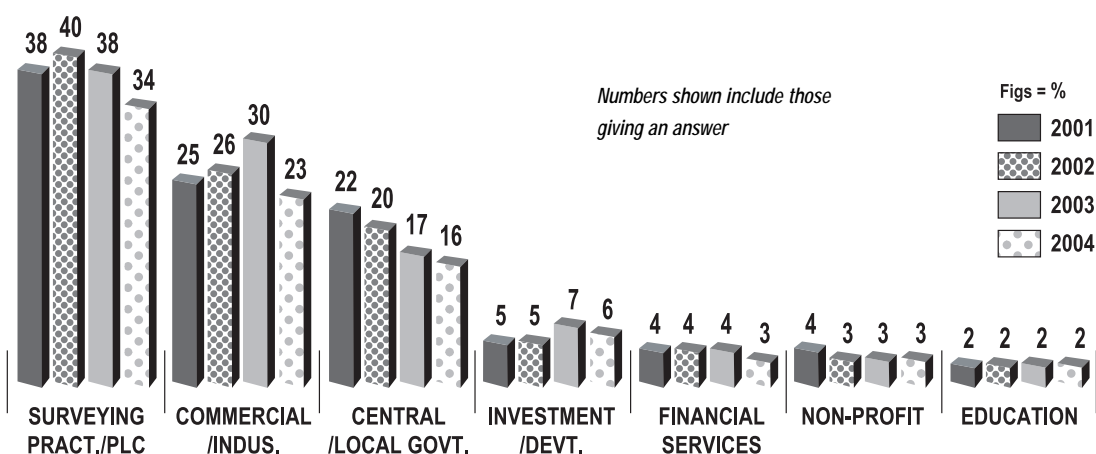
	2001 No. of Participants	2002 No. of Participants	2003 No. of Participants	2004 No. of Participants
Retail Agent	33	20	26	35
Minerals	35	28	17	34
Claims & Dispute Resolution	n/a	n/a	n/a	33
Industrial Agent	19	21	28	33
Investment Brokerage	23	25	28	33
Construction Contract Manager	n/a	n/a	n/a	27
Property Finance	n/a	8	21	26
Academic	31	13	18	22
Building Control	n/a	n/a	n/a	20
Residential Agent	52	56	22	18
Research	3	3	22	16
Environmental Consultant	n/a	n/a	34	12
Environmental Improvement	n/a	n/a	n/a	8
Waste Management	n/a	n/a	15	6
Contaminated Land	n/a	n/a	6	5
Transport Planner	n/a	n/a	22	5
Antiques & Fine Art	n/a	n/a	7	1

Numbers shown include those giving an answer

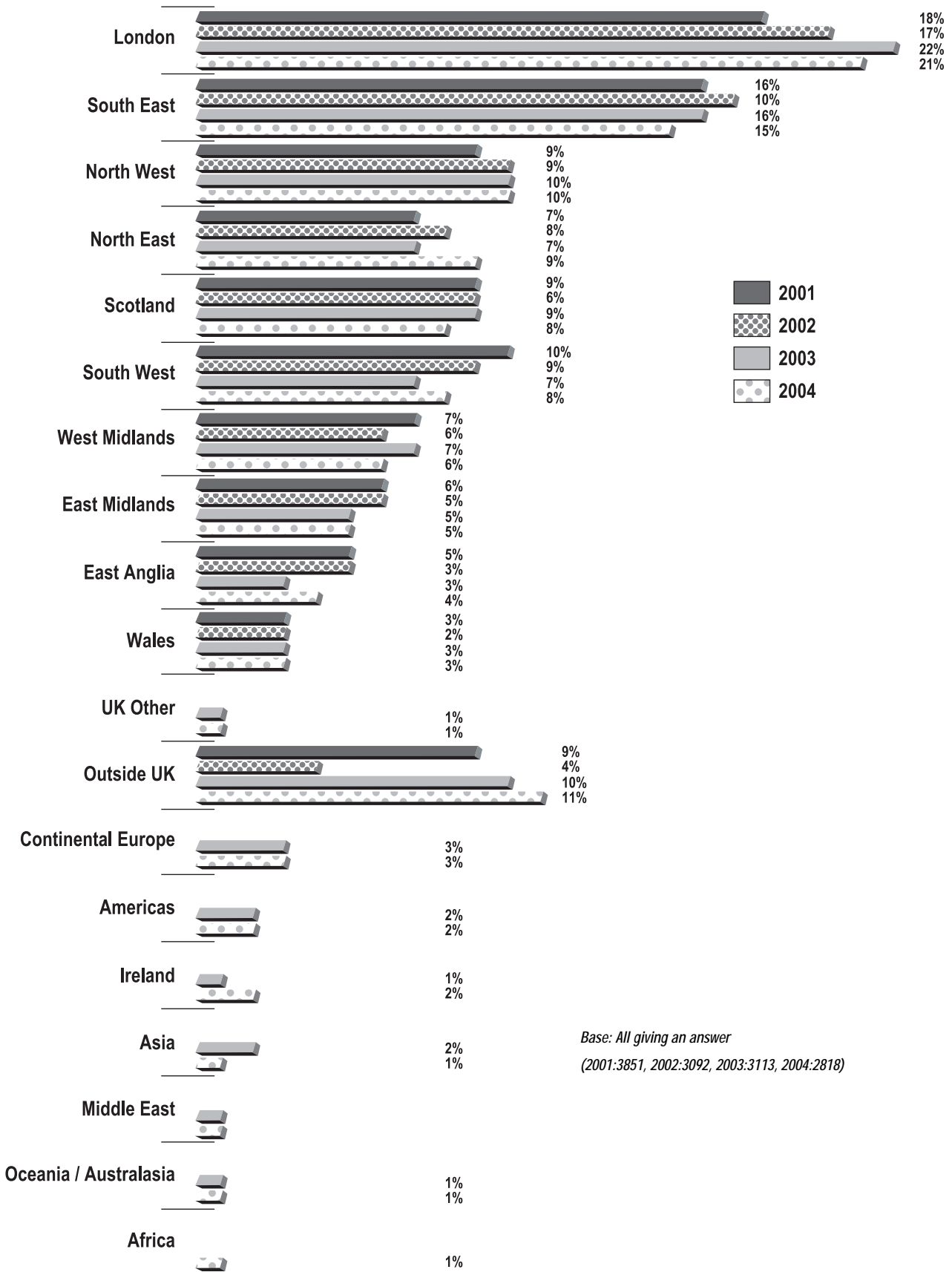
(b) Sample Profile: Level of Responsibility



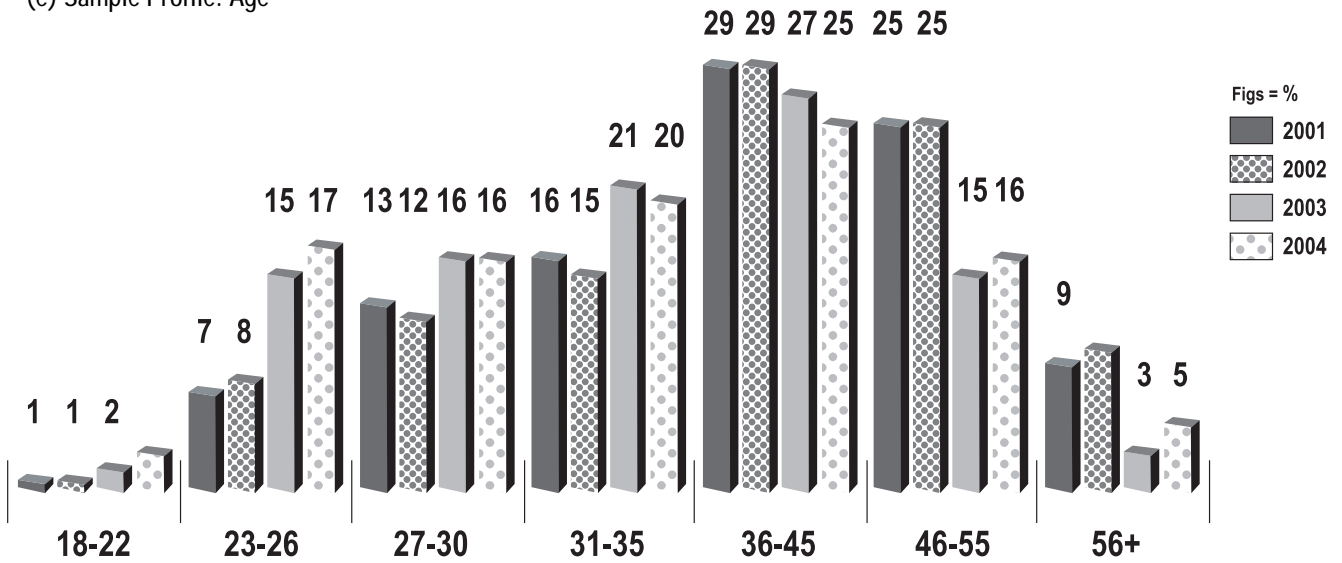
(c) Sample Profile: Sector



(d) Sample Profile: Region

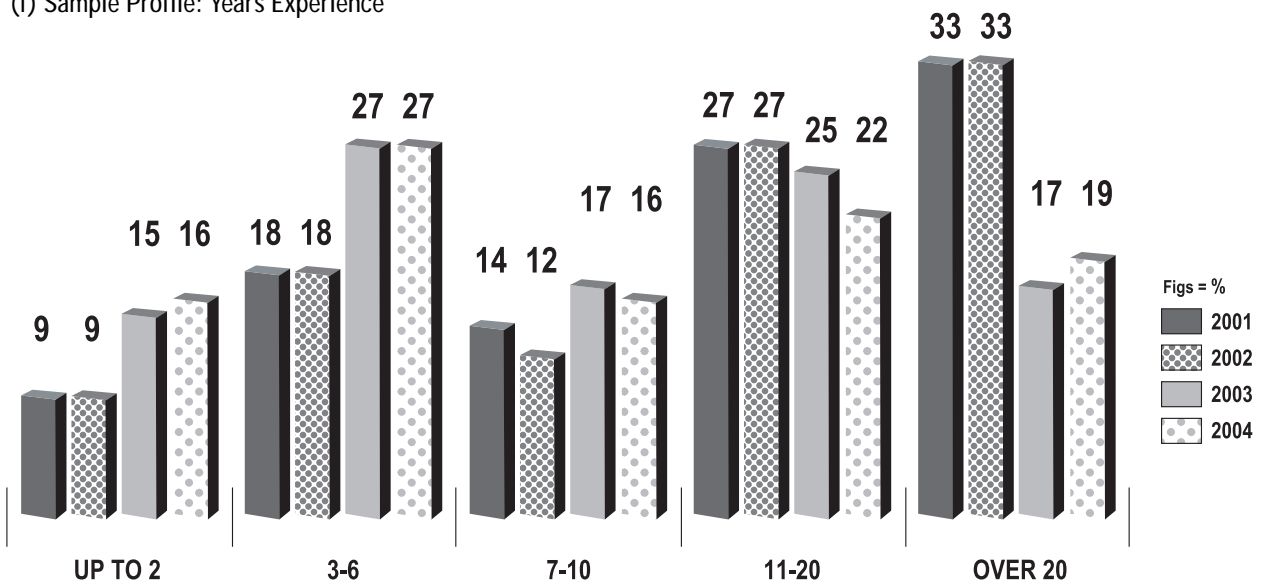


(e) Sample Profile: Age



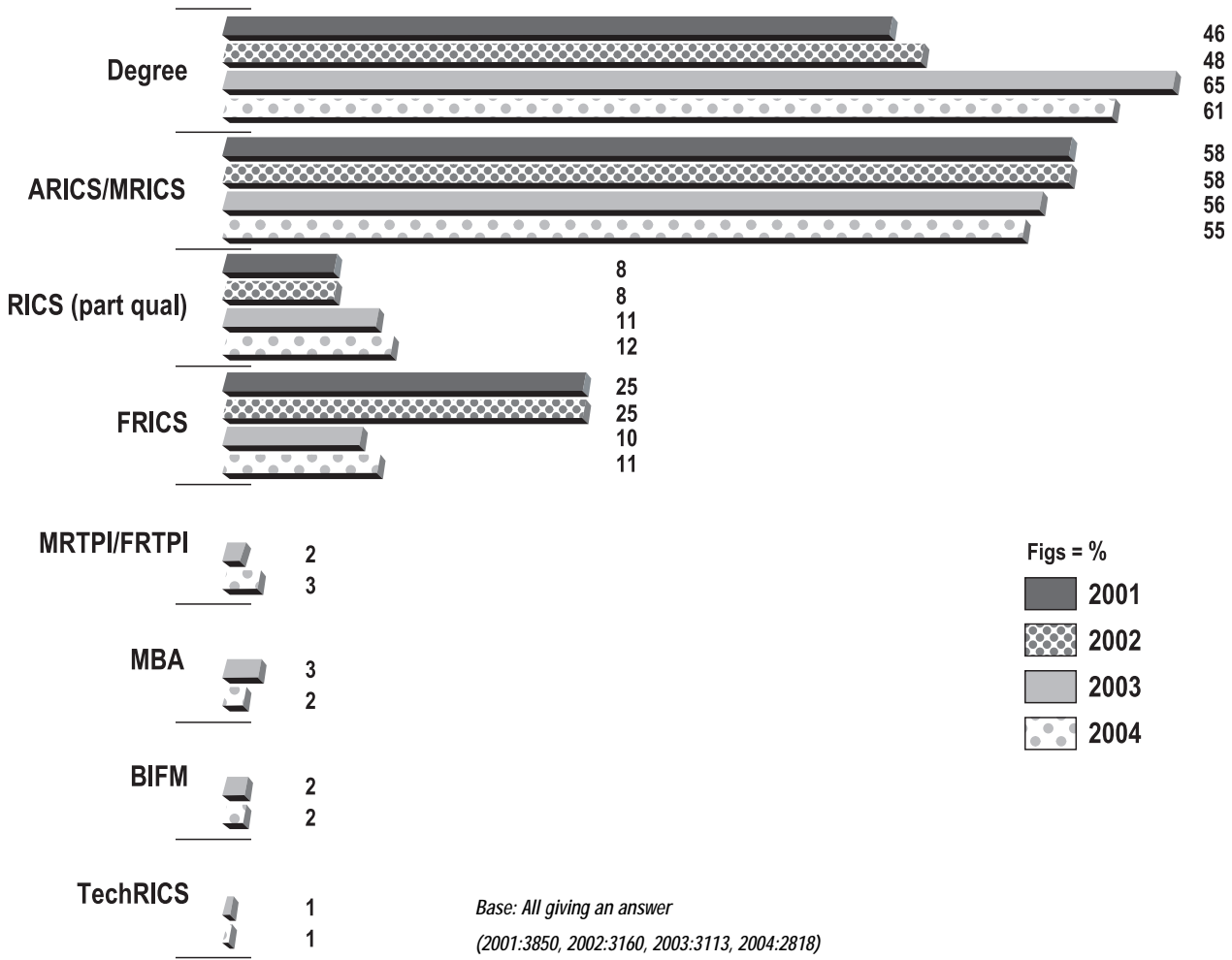
Base: All giving an answer (2001:3850, 2002:3160, 2003:3113, 2004:2818)

(f) Sample Profile: Years Experience

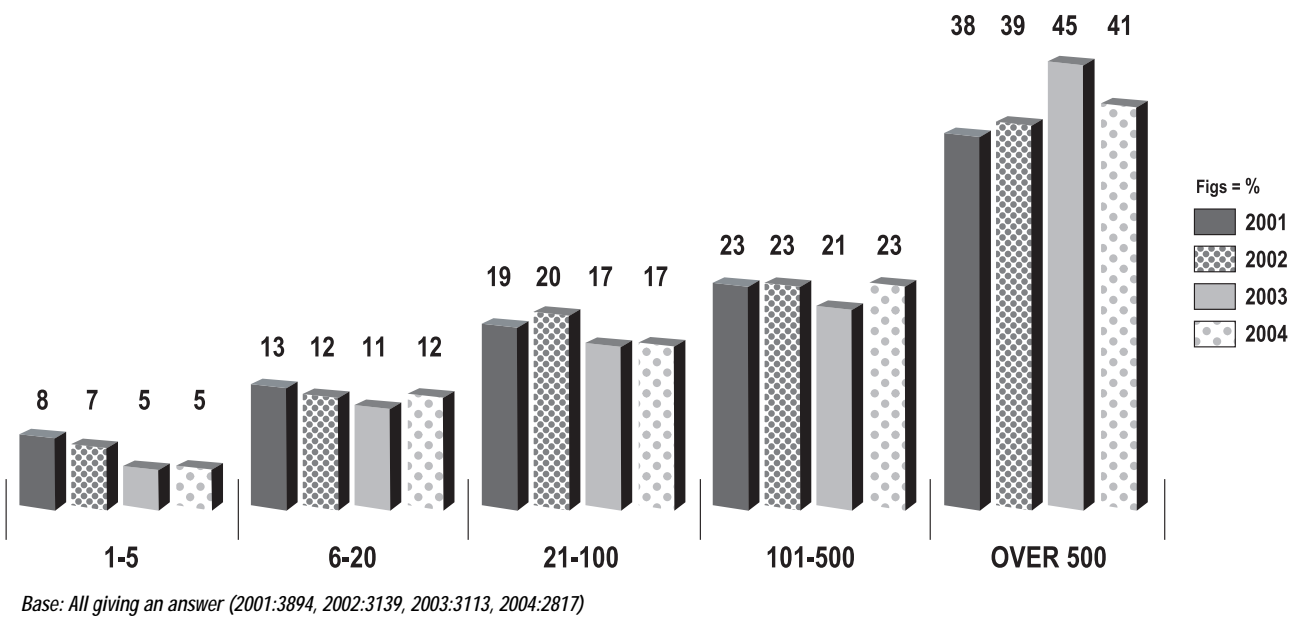


Base: All giving an answer (2001:3914, 2002:3162, 2003:3113, 2004:2823)

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



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



3 - CURRENT SALARY (EXCLUDING BONUSES)

3.1 Overview

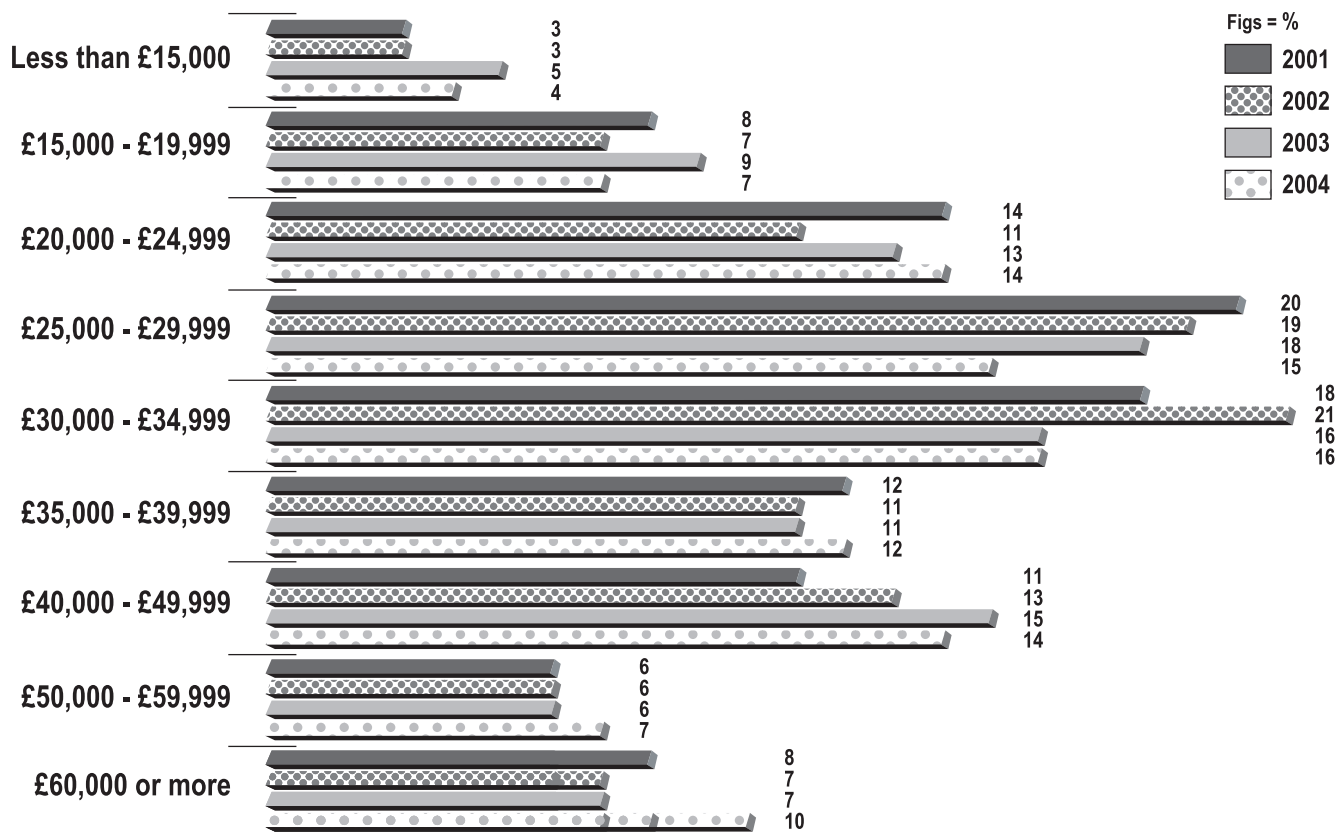
The average salary of professionals working in the property sector is £36,567, excluding bonuses and other benefits. This is up 8.2% on last year's survey when average earnings were £33,804.

In 2003 (when the survey was conducted solely online), there was a significant decrease in salary from 2002 (4.9%) and BPRI accounted for this by citing the younger age profile of respondent professionals. In 2004, we see the age profile is up slightly (average age 37), and this may account for some of the increase. Nevertheless, average salary is still up by 3% from 2002.

We might account for the salary increase by suggesting an easing of the recession that has haunted industry since 2001, but respondents do not report bigger salary increases this year. In fact, the average increase in salary reported by respondents taking part this year was 4.6% (down 0.4% on 2003) and there has been a slight decrease in the percentage of respondents reporting salary increases overall (76% in 2004 compared to 78% in 2003).

3.2 Charts

(a) Current Salary (Excluding Bonuses)



Base: All giving an answer (2001:3858, 2002:3131, 2003:3087, 2004:2782)

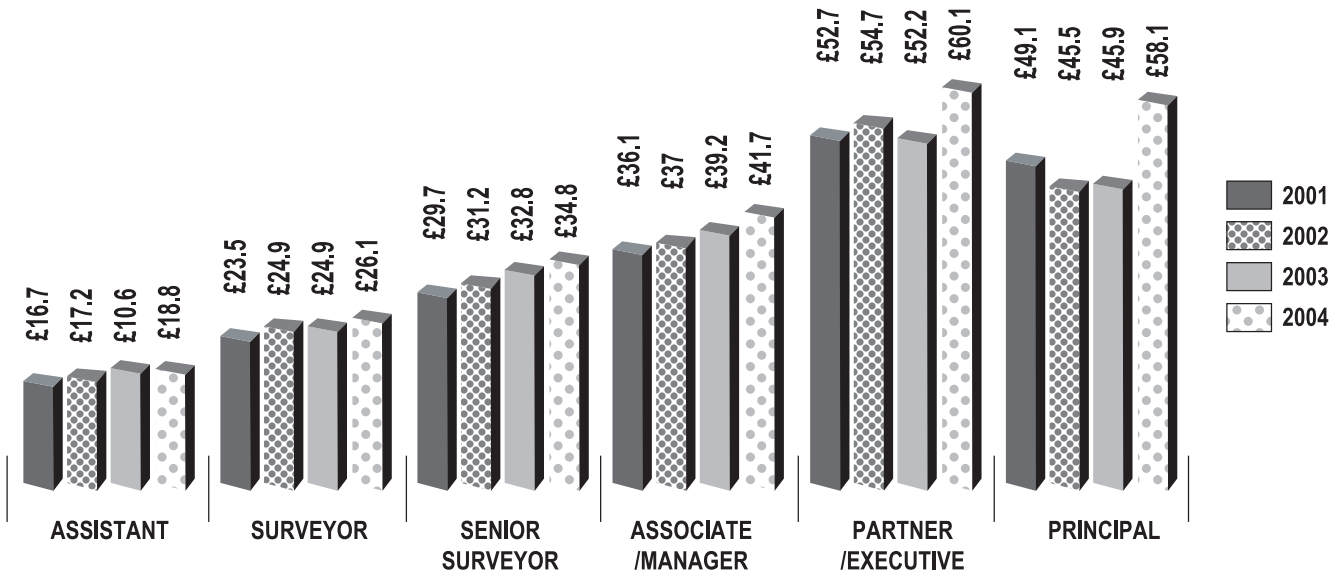
3 - CURRENT SALARY (EXCLUDING BONUSES)

	2001 Average Salary £pa	2002 Average Salary £pa	2003 Average Salary £pa	2004 Average Salary £pa	No. of Participants 2004
All participants	34,877	35,553	33,804	36,567	2782
Fund Management	53,962	64,229*	44,131	60,661	36*
Investment Brokerage	55,643	38,280	37,500	57,212	33*
Property Finance	n/a	52,125	52,960	55,750	25*
Transport Planner	n/a	n/a	38,818	54,000	5*
Corporate Property Consultancy	46,834	40,520	40,266	49,795	70*
Facilities Management Consultancy	n/a	n/a	n/a	48,908	13*
Commercial Development	50,220	48,369	43,886	48,418	71*
Claims & Dispute Resolution	n/a	n/a	44,596	45,793	32*
Project Management	39,333	41,335	41,668	45,709	116
Residential Development	39,145	38,354	33,750	43,173	45*
Facilities Management In-house	n/a	n/a	n/a	42,278	47*
Facilities Management Service Provider	n/a	n/a	n/a	42,242	31*
Minerals	35,147	33,481	30,898	41,906	34*
Construction Contract Management	n/a	n/a	41,909	41,265	27*
Property Asset Management	38,764	39,373	38,493	41,234	264
Research	35,017	42,067*	24,698	39,953	16*
Town & Country Planning	46,119	44,180	40,723	38,658	77*
Regeneration	n/a	n/a	38,263	37,456	44*
Rating	33,505	35,391	32,555	37,361	47*
Environmental Consultant	n/a	n/a	25,231	35,939	11*
Retail Agent	40,533	75,960*	27,808	34,394	35*
Valuation	31,708	32,870	31,970	34,253	246
Contractors Quantity Surveying	35,507	35,230	33,820	34,139	150
General Practice	n/a	n/a	n/a	33,831	83*
Professional Quantity Surveying	32,471	31,869	31,479	33,494	326
Landlord & Tenant	29,641	34,619	31,500	33,351	131
Contaminated Land	n/a	n/a	25,417	31,067	5*
Academic	31,009	31,909	34,603	29,955	19*
Residential Agent	41,303	35,791	32,067	29,939	17*
Environmental Improvement	n/a	n/a	n/a	29,814	8*
Building Surveying	29,082	31,527	28,887	29,486	365
Waste Management	n/a	n/a	29,271	29,382	6*
Industrial Agent	33,711	25,750	27,802	29,142	31*
Geomatics	31,588	28,869	35,089	29,074	37*
Building Contractor	n/a	n/a	n/a	28,085	20*
Office Agent	35,843	43,342*	27,943	27,883	53*
Rural Practice	29,054	28,849	27,702	27,742	146
Facilities Management	33,179	45,635*	37,793	n/a	-

Base: All giving an answer (2001:3858, 2002:3131, 2003:3087, 2004:2782) (* small sub-samples)

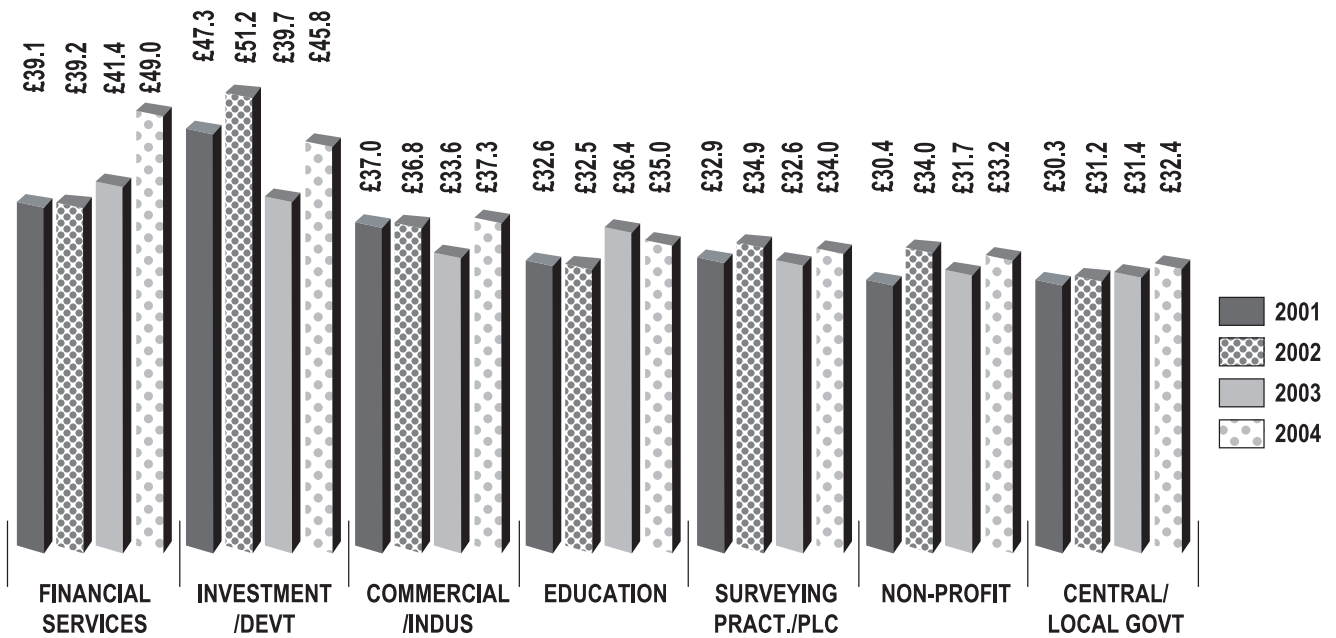
3 - CURRENT SALARY (EXCLUDING BONUSES)

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



Base: All giving an answer

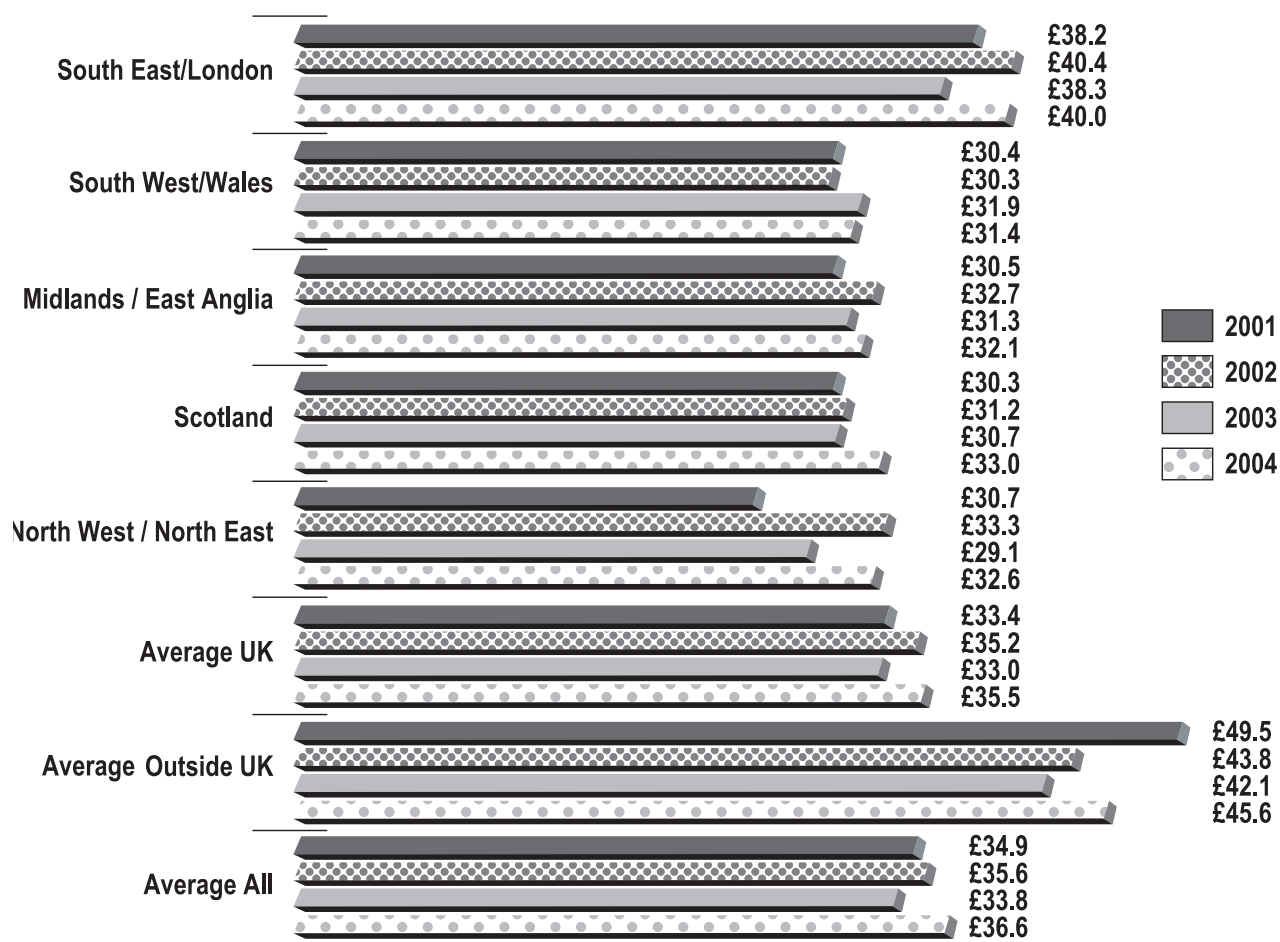
(c) Average Salary (£Kpa): Sector



Base: All giving an answer

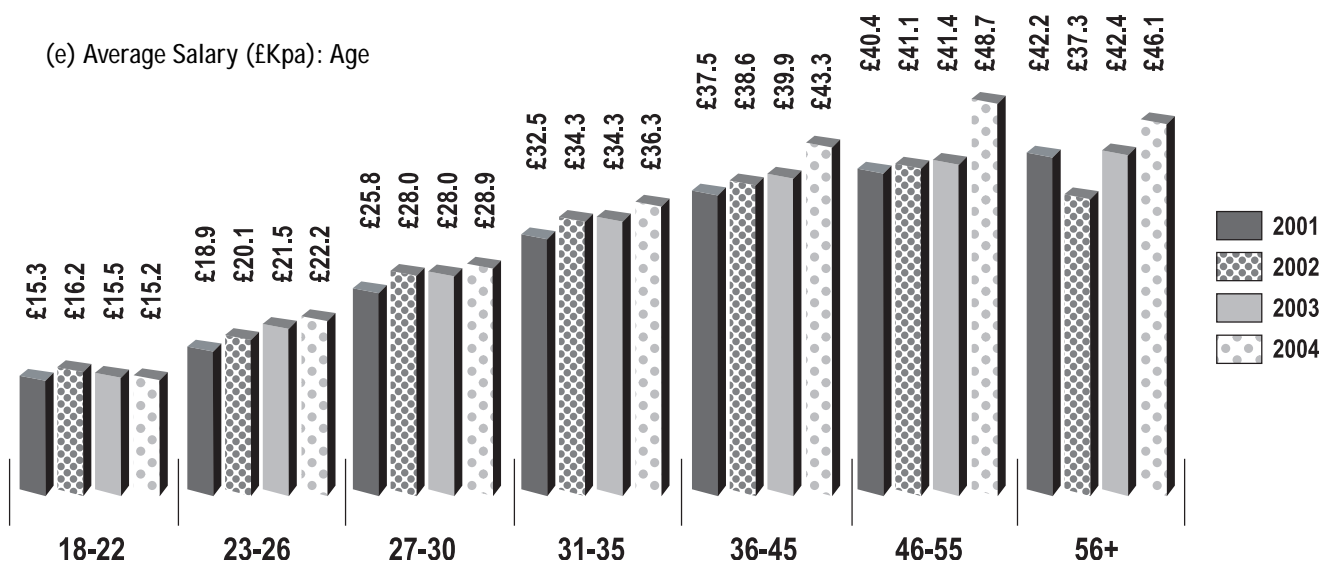
3 - CURRENT SALARY (EXCLUDING BONUSES)

(d) Average Salary (£Kpa): Region



Base: All giving an answer

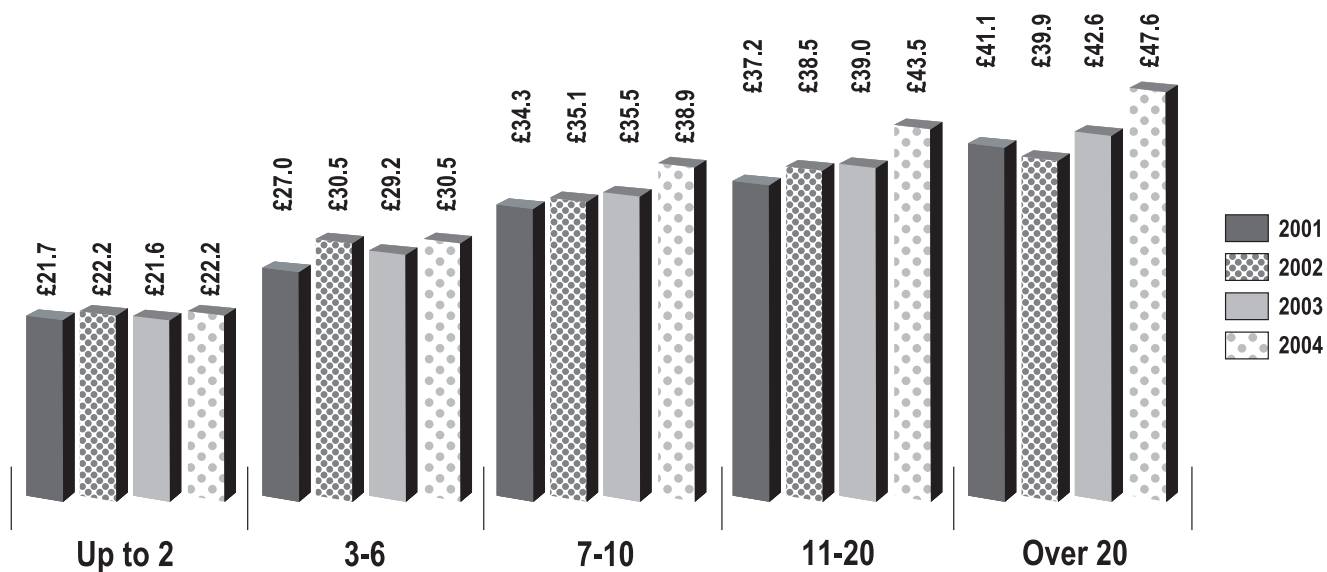
(e) Average Salary (£Kpa): Age



Base: All giving an answer

3 - CURRENT SALARY (EXCLUDING BONUSES)

(f) Average Salary (EKpa): Years Experience



Base: All giving an answer

4.1 Overview

Just over three quarters of participants (76%) had an increase in salary at their most recent pay review. This is down 2% from last year. Furthermore, the average overall increase is also down slightly at 4.6% (versus 5% in 2003).

Those enjoying the greatest increases this year (more than 6%) include those employed in Fund Management (average 6.3%) and Investment Brokerage (average 6.2%).

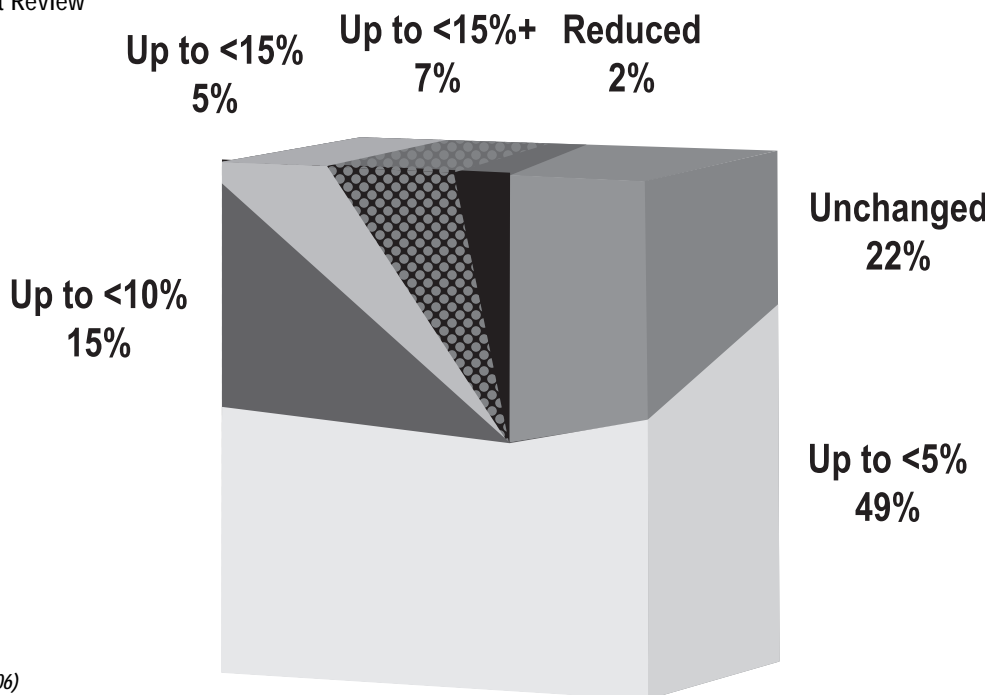
Receiving the smallest salary increases (less than 3% on average) are those working in Research, Construction Consultancy Management, Geomatics and Building Construction. These findings should be treated with some caution, being based on fairly small sample sizes.)

Participants aged between 23 and 26 experienced larger salary increases (6%) and those aged over 56 the lowest (3%). In contrast to last year, men report a slightly higher rate of increase in salaries at 4.7% on average, compared with women, whose salaries have gone up by 4.3%.

Those working in the UK experienced a salary increase of 4.8% compared to 3.5% amongst participants elsewhere in the world. However, those in Africa, North East England and Anglia saw the highest increase overall.

4.2 Charts

(a) Change to Salary at Last Review



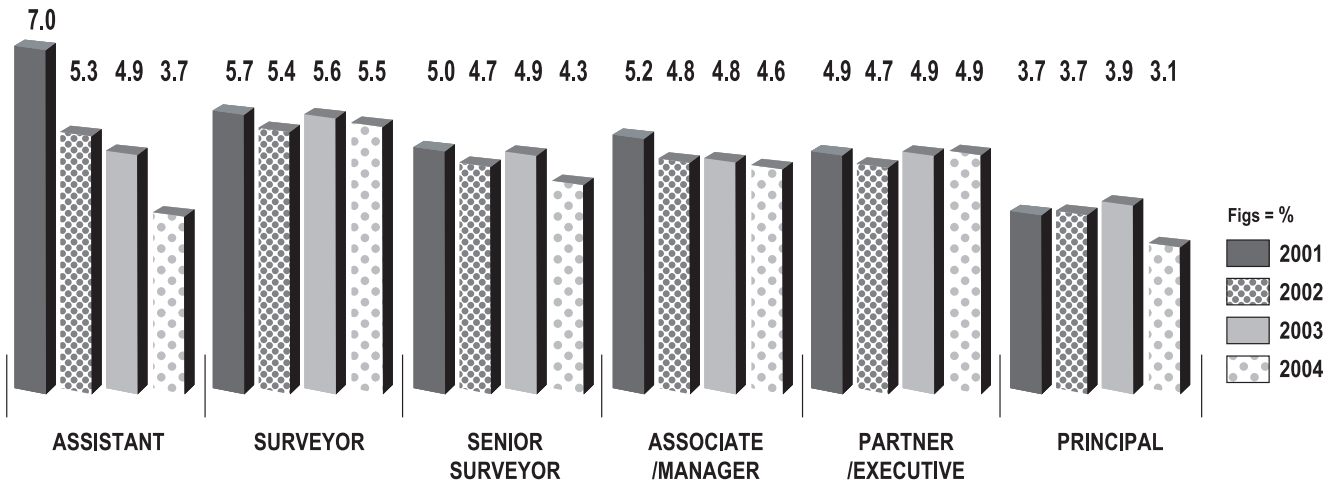
Base: All giving an answer (2004: 2806)

4 - CHANGE TO SALARY AT LAST REVIEW

	2001 Average Increase %pa	2002 Average Increase %pa	2003 Average Increase %pa	2004 Average Increase %pa	No. of Participants 2004
All participants	5.1	4.8	5.0	4.6	2806
Waste Management	n/a	n/a	5.2	6.6	6*
Fund Management	5.9	8.3	6.0	6.3	36*
Investment Brokerage	8.2	8.3	6.9	6.2	33*
Office Agent	9.6	6.8	7.2	5.9	53*
Residential Development	6.2	4.7	6.0	5.8	47*
Retail Agent	7.5	6.5	6.2	5.8	35*
Commercial Development	4.8	5.7	4.6	5.8	75*
Contaminated Land	n/a	n/a	4.9	5.4	5*
Property Finance	n/a	7.3	4.3	5.3	26*
Building Surveying	4.8	4.9	5.2	5.2	365
Residential Agent	7.5	3.8	4.9	5.2	18*
Rating	4.0	4.2	4.2	5.2	47*
Corporate Property Consultancy	6.6	5.5	3.9	5.1	70*
Rural Practice	5.5	4.8	6.7	5.0	146
Valuation	4.3	4.0	5.4	5.0	250
Facilities Management Consultancy	n/a	n/a	n/a	4.9	13*
Environmental Improvement	n/a	n/a	n/a	4.9	8*
Academic	3.2	3.0	2.8	4.6	22*
Property Asset Management	5.5	4.6	4.4	4.6	266
Professional Quantity Surveying	5.1	5.0	5.4	4.5	335
Industrial Agent	8.2	7.2	5.0	4.4	32*
Minerals	4.2	4.4	4.4	4.4	34*
Transport Planner	n/a	n/a	5.6	4.3	5*
Contractors Quantity Surveying	5.5	5.4	5.4	4.2	150
Regeneration	n/a	n/a	5.4	4.1	42*
Town & Country Planner	5.1	4.4	4.0	4.1	72*
Landlord & Tenant	5.8	6.2	5.4	4.1	130
General Practice	n/a	n/a	n/a	3.9	84*
Facilities Management Service Provider	n/a	n/a	n/a	3.7	30*
Project Management	5.2	4.0	4.3	3.6	117
Claims & Dispute Resolution	n/a	n/a	5.3	3.5	33*
Environmental Consultant	n/a	n/a	4.5	3.4	12*
Facilities Management In-house	n/a	n/a	n/a	3.4	47*
Building Construction	n/a	n/a	n/a	3.0	20*
Geomatics	3.9	4.4	3.6	2.9	37*
Construction Contract Manager	n/a	n/a	4.0	2.5	27*
Research	3.7	5.3*	7.3	1.9	16*
Facilities Management	4.6	4.0	4.0	n/a	-

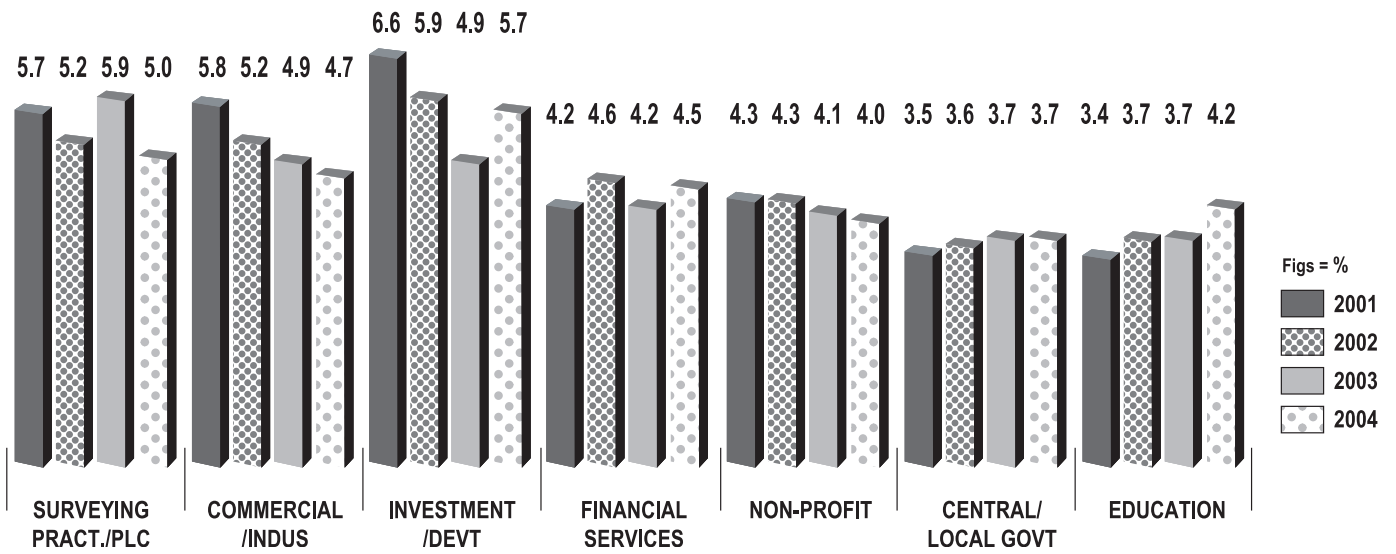
Base: All giving an answer (* small sub-samples)

(c) Average Increase: Level of Responsibility



Base: All giving an answer

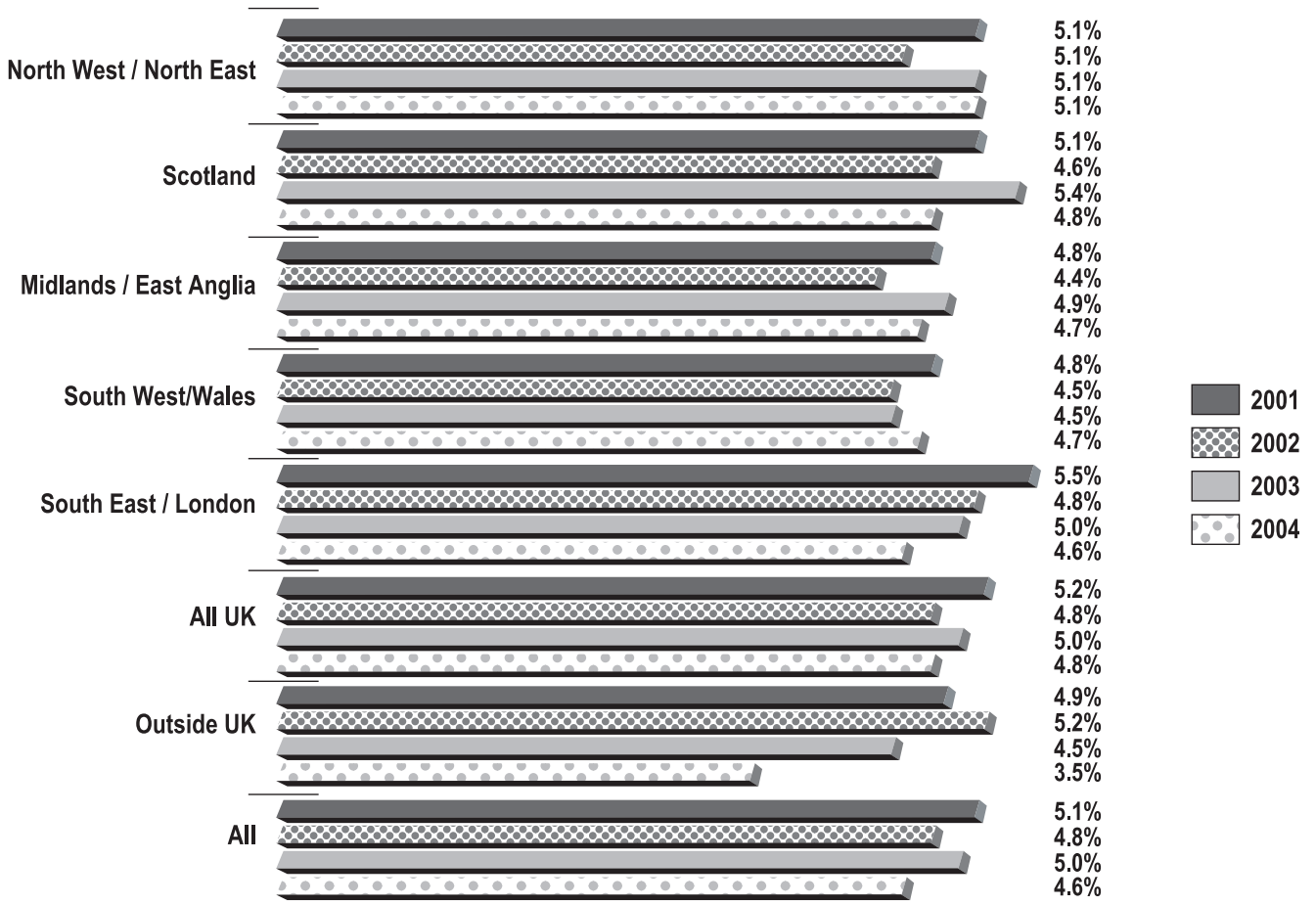
(d) Average Increase: Sector



Base: All giving an answer

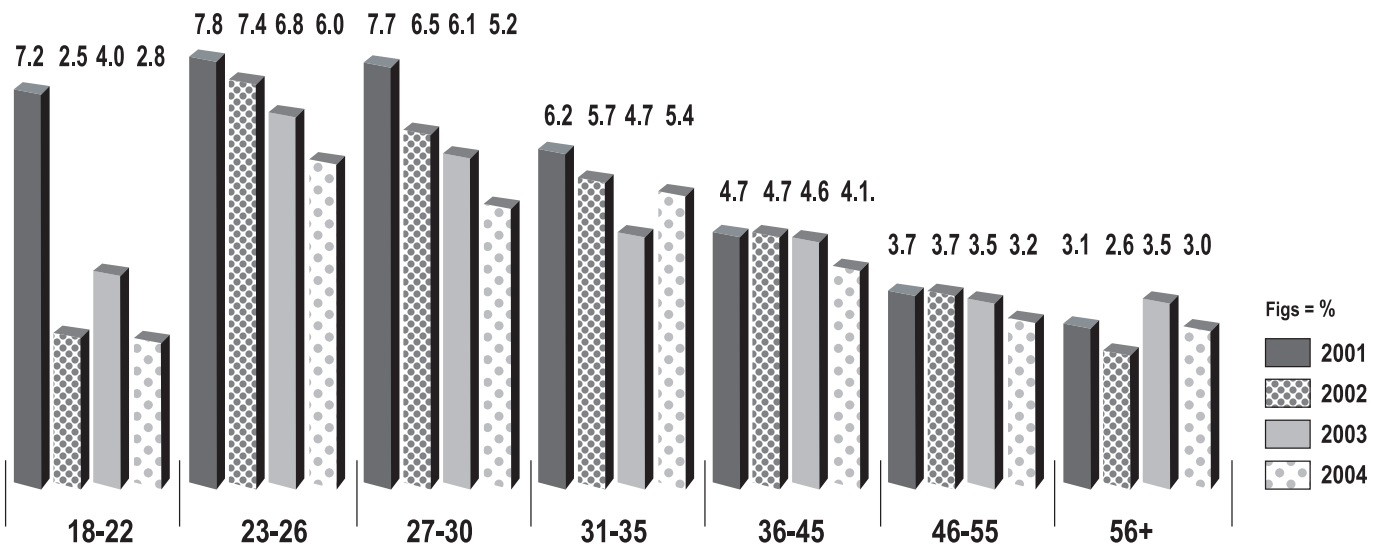
4 - CHANGE TO SALARY AT LAST REVIEW

(e) Average Increase: Region



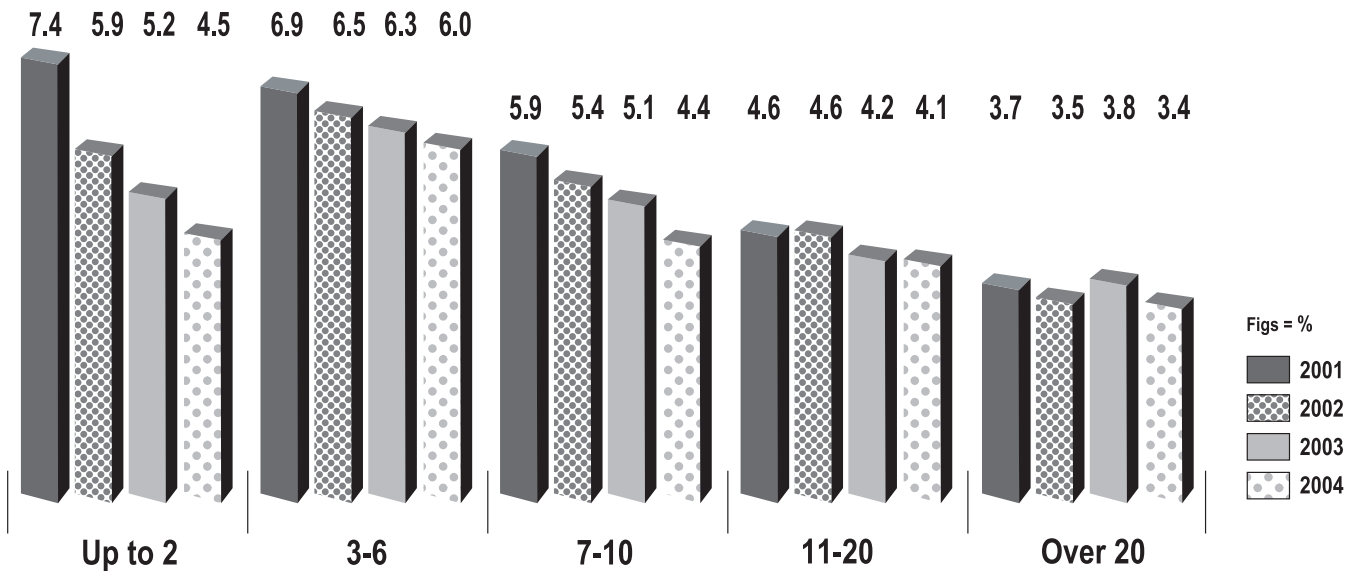
Base: All giving an answer

(f) Average Increase: Age



Base: All giving an answer

(g) Average Increase: Years Experience



Base: All giving an answer

5 - BONUSES RECEIVED (OVER LAST 12 MONTHS)

5.1 Overview

Whilst almost half of the survey participants did not receive any bonuses during the last 12 months (44%), the average value of bonuses was £2,509 overall, an increase of 3.2% on last year's £2,431.

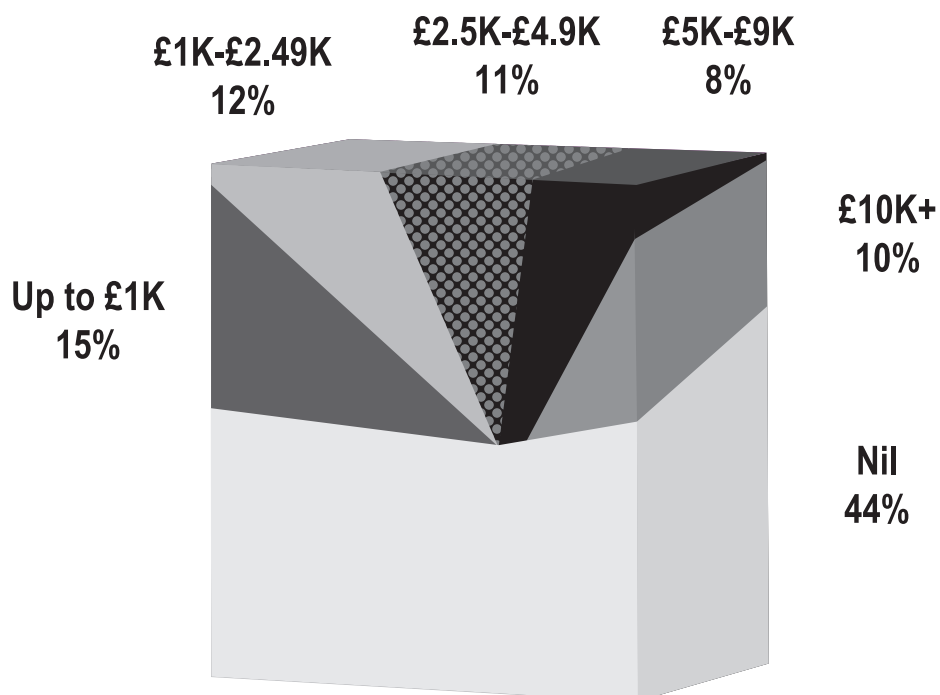
As with salaries, bonuses were again greater among respondents employed overseas: £2,399 among those who mainly work in the UK, and £3,399 among those who mainly work outside the UK.

Bonuses are also significantly higher among higher salaried sectors: Fund Management, Investment Brokerage and Property Finance (all bonused at an average £7k+). Similarly, those working mainly in Greater London and the South East also enjoy higher bonuses than those in other UK regions.

In comparison with the 2003 Survey results, the proportion receiving any bonus has not changed (55%); in addition, the average value of the bonus has increased by less than the reported average increase in salaries (increase in salaries: 8.2%; increase in bonuses: 3.2%).

5.2 Charts

(a) Bonuses Received (Over Last 12 Months)



Base: All giving an answer

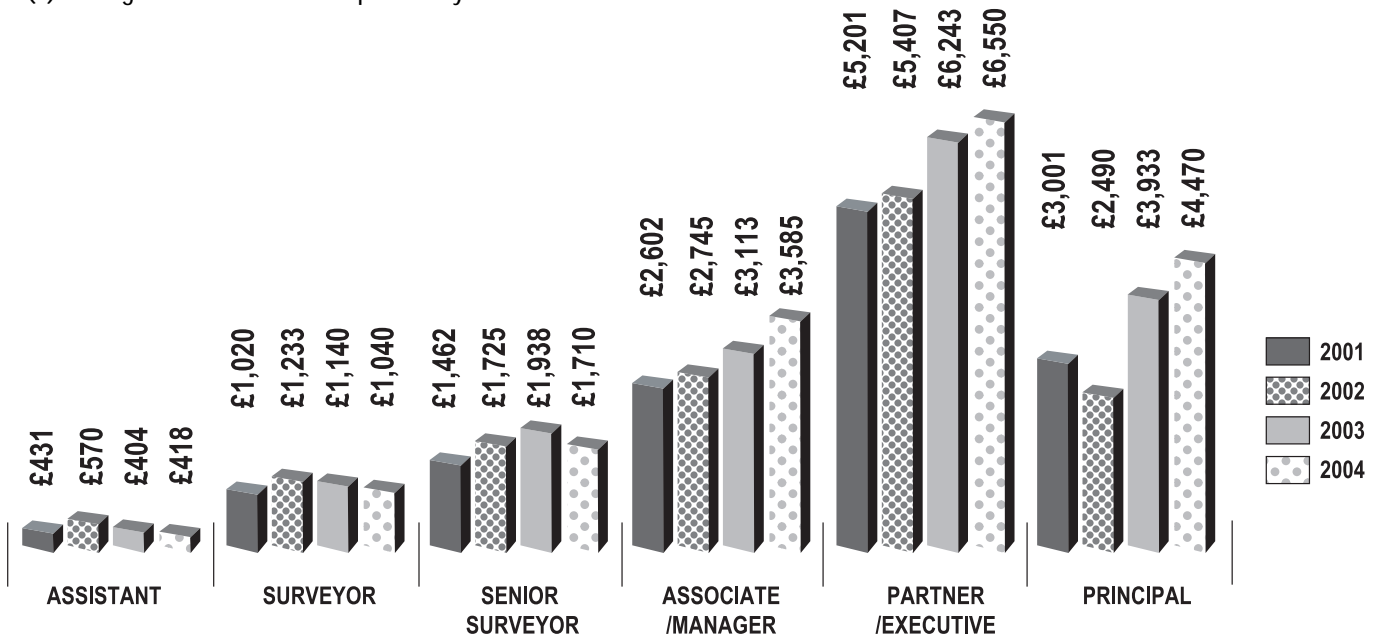
5 - BONUSES RECEIVED (OVER LAST 12 MONTHS)

	2001 Average Bonus £pa	2002 Average Bonus £pa	2003 Average Bonus £pa	2004 Average Bonus £pa	No. of Participants 2004 £pa
All participants	2,282	2,447	2,431	2,509	2805
Fund Management	5,919	8,044	5,707	8,667	36*
Investment Brokerage	7,463	6,930	6,402	8,121	33*
Property Finance	n/a	6,156	6,429	7,183	26*
Commercial Development	4,942	5,052	4,710	4,558	73*
Residential Development	3,492	3,559	2,969	4,383	47*
Corporate Property Consultancy	4,113	3,150	3,449	4,329	70*
Valuation	3,174	4,476	3,802	4,021	250
Retail Agent	5,599	3,975	3,952	3,914	35*
Contaminated Land	n/a	n/a	625	3,300	5*
Facilities Management In-house	n/a	n/a	n/a	3,048	47*
Office Agent	4,420	4,633	4,313	3,028	53*
Residential Agent	5,460	4,722	3,852	3,014	18*
Industrial Agent	3,566	2,619	2,643	3,008	31*
Facilities Management Service Provider	n/a	n/a	n/a	2,968	31*
Construction Contracts Manager	n/a	n/a	2,811	2,833	27*
Facilities Management Consultancy	n/a	n/a	n/a	2,808	13*
Waste Management	n/a	n/a	1,150	2,708	6*
Research	5,417	2,917*	864	2,672	16*
Project Management	2,496	3,151	2,798	2,453	117
Property Asset Management	2,634	2,447	2,648	2,429	265
Claims & Dispute Resolution	n/a	n/a	3,338	2,364	33*
Town & Country Planning	1,908	1,595	3,882	2,353	73*
Environmental Improvement	n/a	n/a	n/a	2,219	8*
Rating	1,344	1,189	3,147	2,170	47*
General Practice	n/a	n/a	n/a	2048	84*
Landlord & Tenant	1,976	2,631	2,446	1,998	131
Minerals	1,037	1,348	2,044	1,816	34*
Geomatics	1,514	1,847	2,057	1,784	37*
Environmental Consultant	n/a	n/a	625	1,708	12*
Contractors Quantity Surveying	2,171	2,040	1,950	1,705	149
Professional Quantity Surveying	1,441	1,463	1,440	1,457	335
Building Surveying	1,342	1,624	1,332	1,391	366
Rural Practice	1,294	1,184	1,980	1,197	146
Regeneration	n/a	n/a	3,188	1,108	44*
Transport Planner	n/a	n/a	2,909	563	4*
Building Contractor	n/a	n/a	n/a	263	20*
Academic	154	0	0	125	22*

Base: All giving an answer (* small sub-samples)

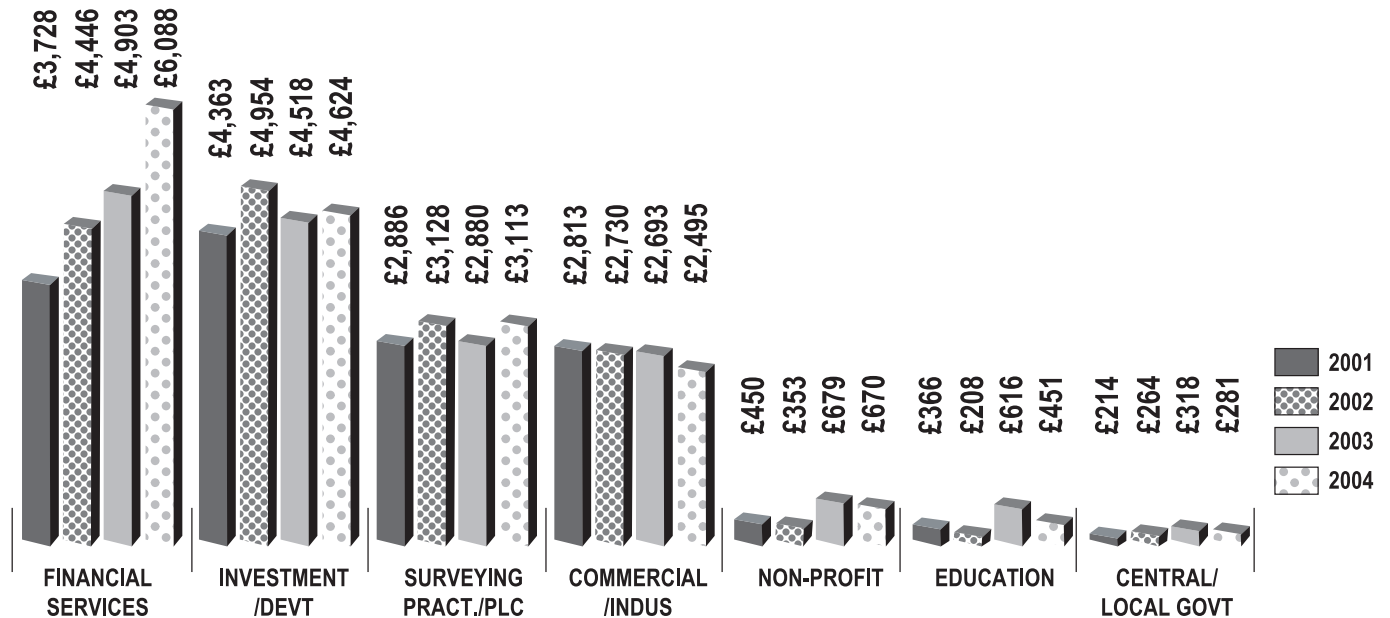
5 - BONUSES RECEIVED (OVER LAST 12 MONTHS)

(c) Average Bonus: Level of Responsibility



Base: All giving an answer

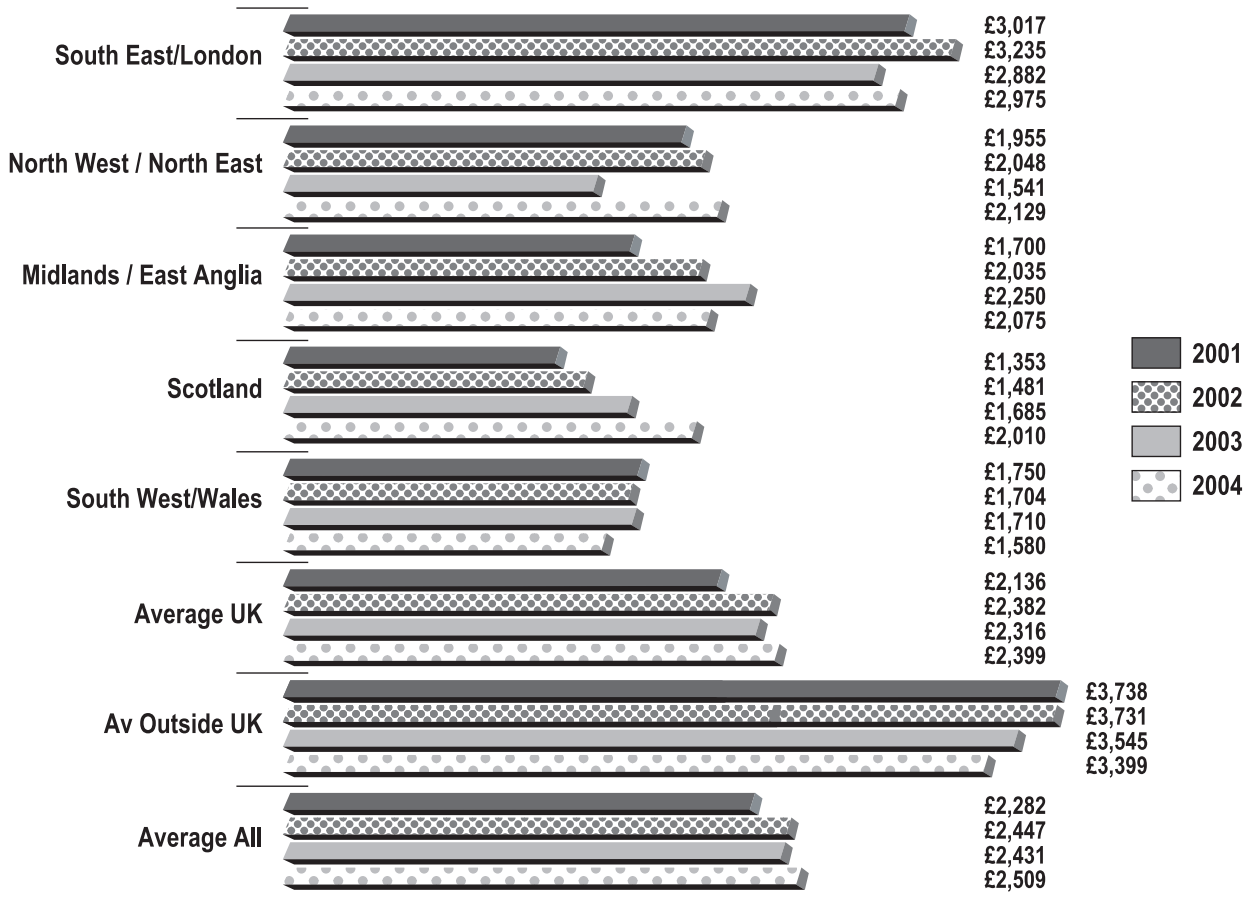
(d) Average Bonus: Sector



Base: All giving an answer

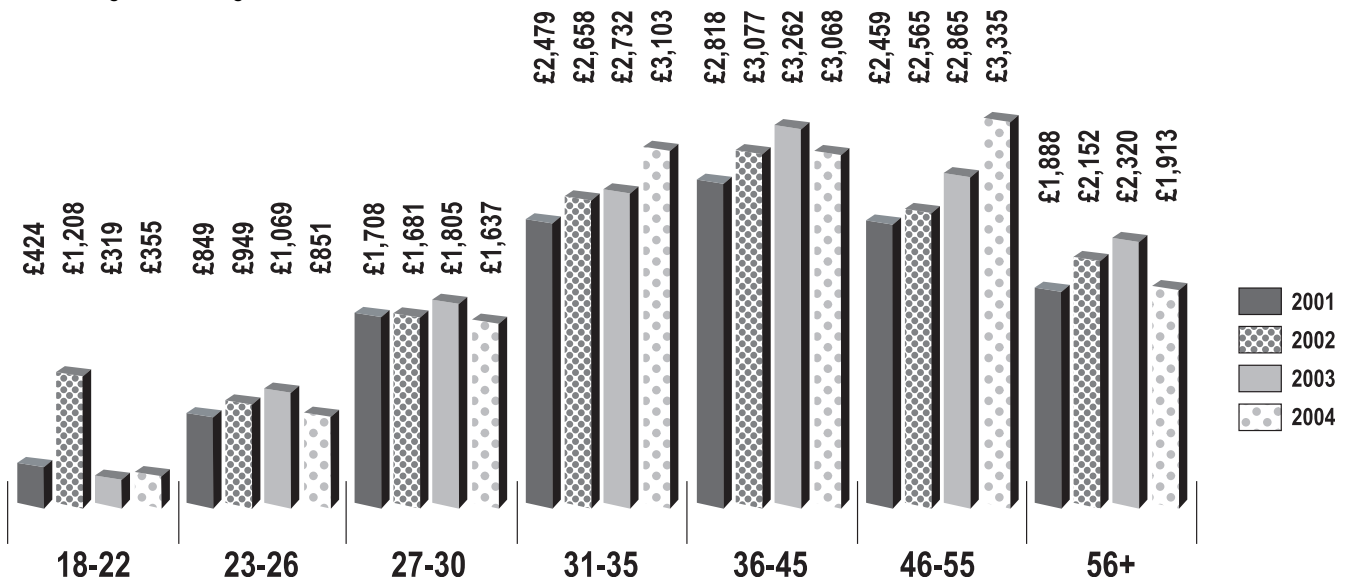
5 - BONUSES RECEIVED (OVER LAST 12 MONTHS)

(e) Average Bonus: Region



Base: All giving an answer

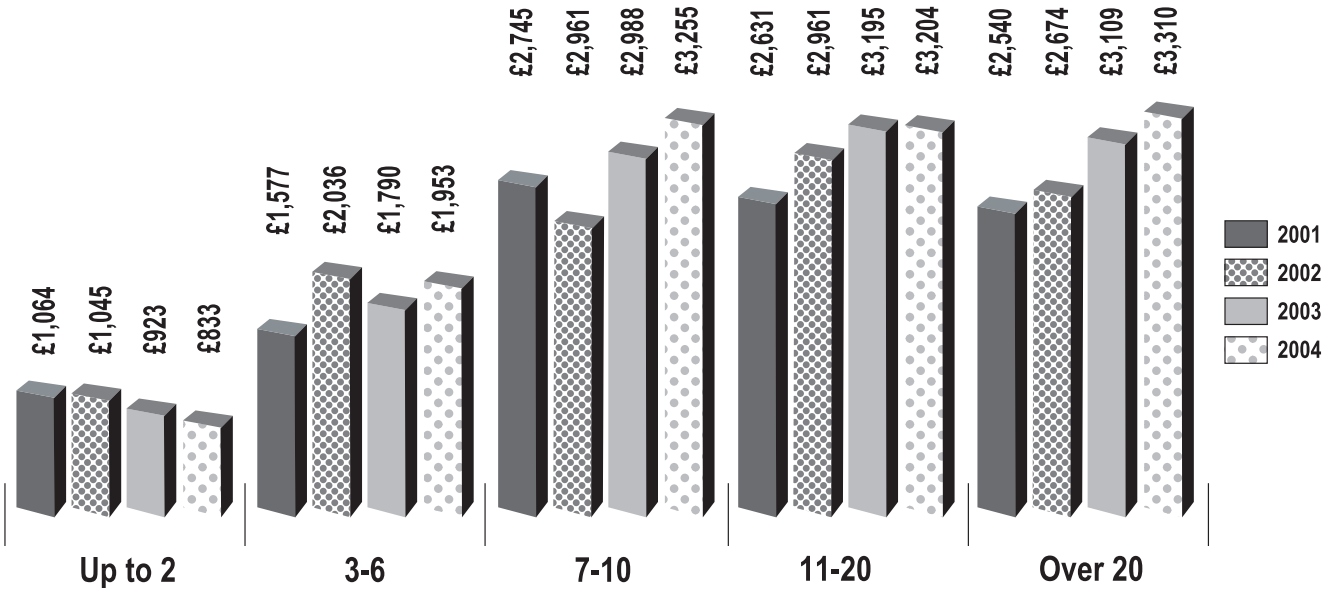
(f) Average Bonus: Age



Base: All giving an answer

5 - BONUSES RECEIVED (OVER LAST 12 MONTHS)

(g) Average Bonus: Years Experience



Base: All giving an answer

6 - BENEFITS INCLUDED IN EMPLOYMENT PACKAGE

6.1 Overview

More or less unchanged from last year, the majority receive some form of additional benefits as part of their package (92% vs. 94% last year). The most frequently mentioned benefits are: a contributory pension (57%; down 5% from last year), health insurance (44%; down 4% from last year), performance related bonus (39%; up 1% from last year) and a company car (32%; down 3% from last year).

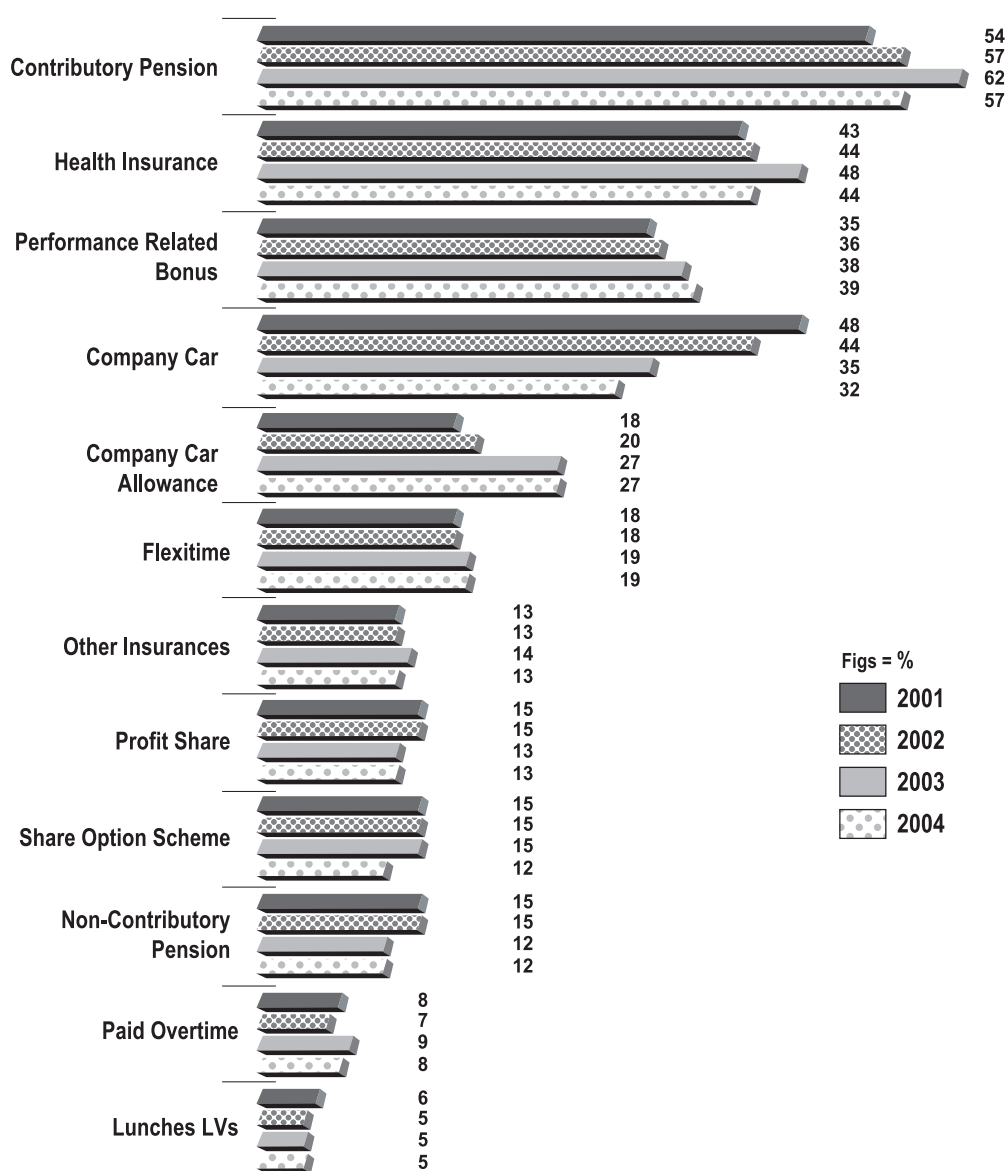
Although the general pattern is similar to that revealed in the 2003 Survey, the overall reductions in the number receiving most of these benefits may be an indication that employers are cutting back on benefits generally.

On the other hand, the proportion saying that they have received any of these benefits as 'new' in the past year is up – 31% have received new benefits (compared with 26% last year). The same four benefits are also the most frequently mentioned as being 'new' among those having received a 'new benefit' as part of their employment package during the last year.

The proportion of those receiving each new benefit over the past 12 months has also increased this year, particularly in terms of contributory pensions, health insurance, performance related bonus and company car. This is perhaps a reflection of an easing recession and an upturn in the economy.

6.2 Charts

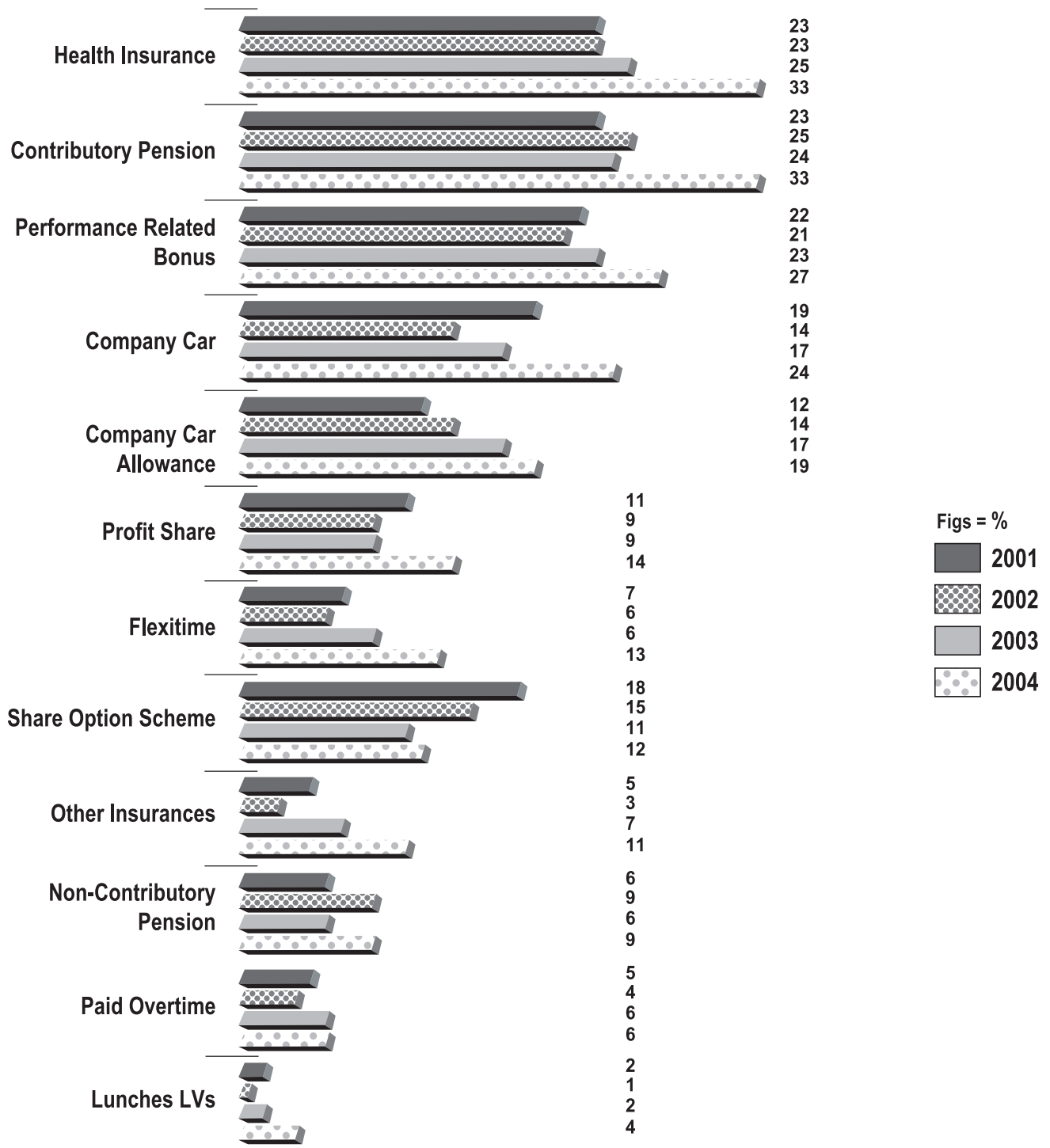
(a) Benefits Included in Employment Package



Base: All participants answering (2001:3932, 2002:3173, 2003:3113, 2004:2686)

6 - BENEFITS INCLUDED IN EMPLOYMENT PACKAGE

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



Base: All saying have received a new benefit within the last year (2001:736, 2002:620, 2003:796, 2004:839)

7 - AREAS IMPORTANT IN CURRENT ROLES

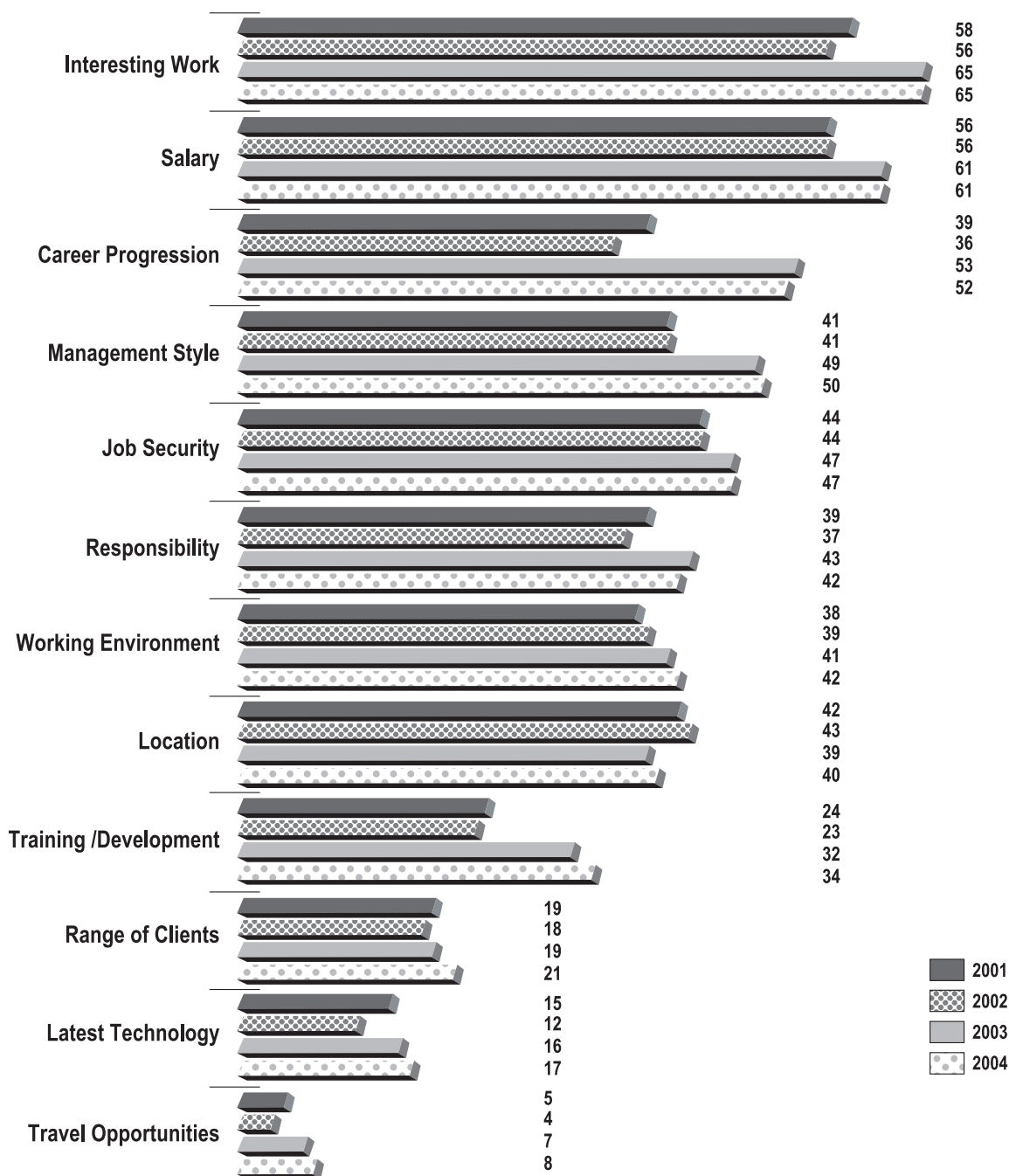
7.1 Overview

43% of respondents say they were first attracted to the property profession because of an interest in property, 23% due to chance and 21% because of a contact in the industry. Only 5% say they were attracted by the potential financial rewards.

Nevertheless, by far the most important aspects of their job now are having a range of interesting work (65% very important) and salary (61% very important). The majority also place particular importance on career progression (52%) and management style (50%).

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

% Saying Very Important to their Job

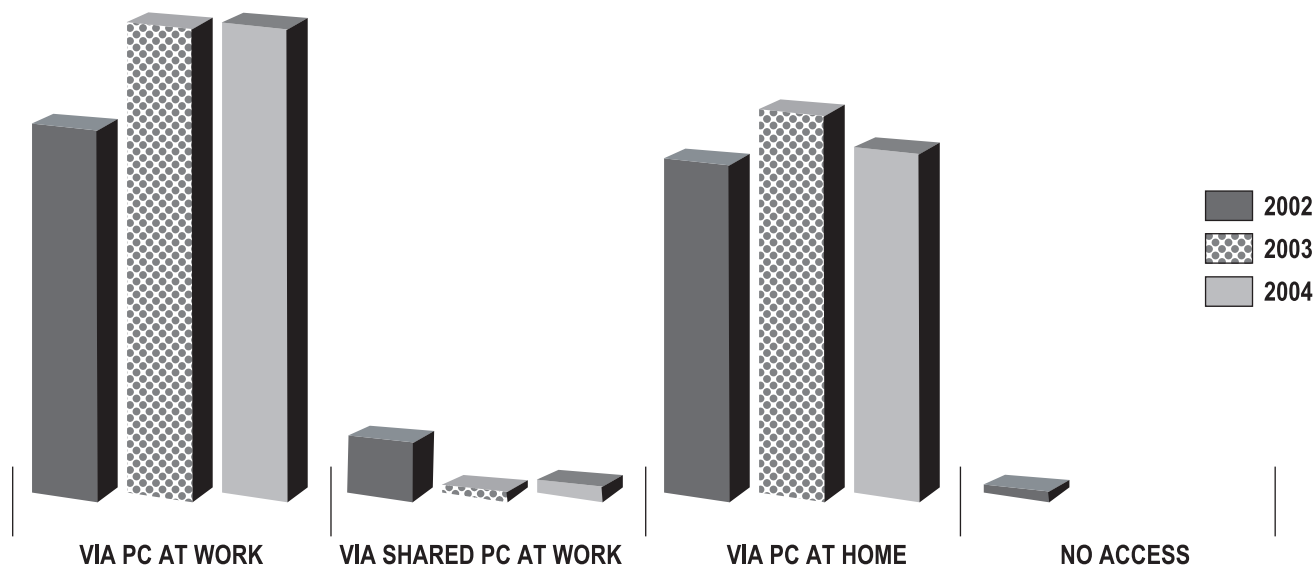


Base: All participants (2001:3932, 2002:3173, 2003:3113, 2004:2825)

7.2 - ATTITUDES TOWARDS TECHNOLOGY AND USE OF THE INTERNET

As in last year's survey, almost all (all but 11) respondents have access to the Internet, either at work or at home. Relevant to their role and day-to-day methods of working, the proportion of property professionals who have direct access to the Internet via their own PC at work has not changed since last year (92%). A slight decrease, however, is seen among those who have access at home: down from 75% to 68%.

Access to the Internet



Base: All participants (2002:3173, 2003:3113, 2004:2825)

8 - LIKELY REASONS FOR LEAVING PRESENT EMPLOYER

8.1 Overview

When asked 'If you were to leave your present employer, what would your reasons be?', the most frequently mentioned reasons were better salary (66%), better career prospects (52%) and better benefits package (34%).

Other main reasons for leaving an employer include management style (28%), while a quarter mention change of career (23%), and one in five thought relocation (19%) would be an option for them.

When asked 'How likely are you to change employers within the next 12 months?', 67% said they were not very or not at all likely (up 2% from last year). 12% said that they were very likely to change employers (down from 13%).

However, the likelihood to change employers does change with age. The youngest respondents (18-22) - presumably many are recently hired graduates - are least likely to change employers in the next twelve months (only 9% very likely), but the likelihood of changing employers increases sharply for those aged 23-26, with 17% very likely. The likelihood of changing employers starts to decrease at 31 until respondents reach retirement age, when there is another increase.

Although women say that they consider career progression and salary equally important to their job, they are more likely to leave their present employer for a higher salary (66%) than for better career prospects (49%).

For those outside the UK, although the most important reasons for leaving their current employment are consistent with the norm (better salary and career prospects), working in a different country is also an important motivational factor (35% compared to only 14% of UK based property professionals).

Furthermore, 44% say that shorter hours would increase their job satisfaction (respondents say that they currently work, on average, 43.7 hours per week).

Unsurprisingly, employees who are earning higher salaries tend to work longer hours (those on the lowest salaries work a 40.5 hour week, compared to 49.8 hours for those on the highest salaries). This pattern is also reflected in levels of responsibility (although, as noted before, the pattern changes at the highest levels, where Executives are working longer hours than Principals).

Respondents employed in the Investment / Development sector are working the longest hours (46.7 hours on average) and those in Government are working the shortest (39.2).

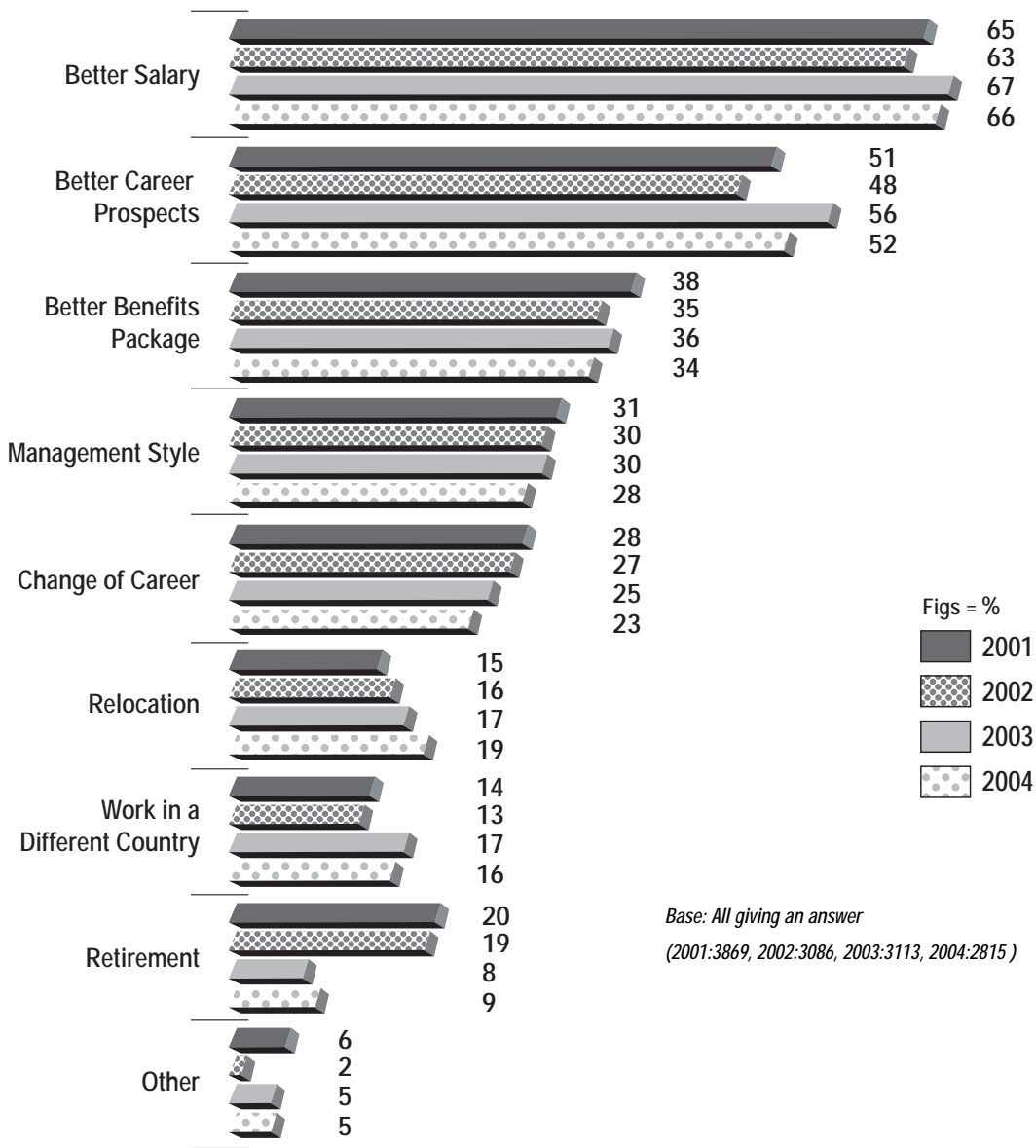
When asked 'How likely are you to change employers within the next 12 months?', 67% said they were not very or not at all likely (up 2% from last year). 12% said that they were very likely to change employers (down from 13%).

Given that salary is an important motivator for job satisfaction and relocation, it is not surprising to see that those on higher salaries are less likely to plan a change in employer.

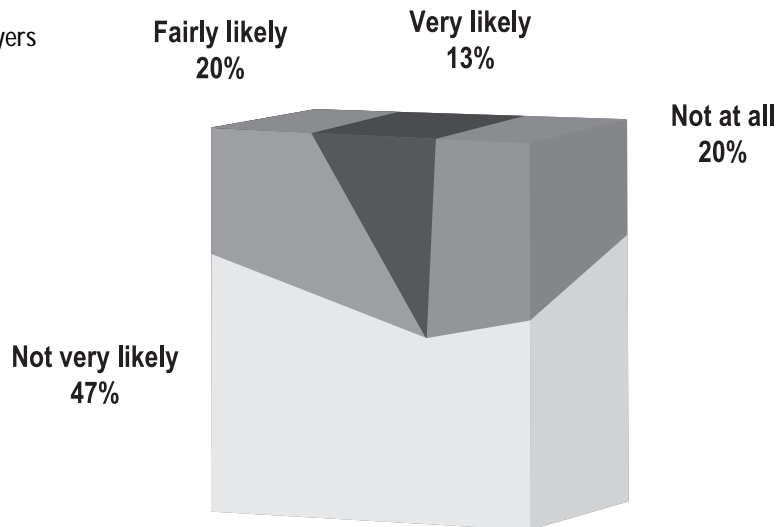
There was no significant difference between male and female responses.

8 - LIKELY REASONS FOR LEAVING PRESENT EMPLOYER

Reasons for Leaving Present Employer - % Saying



Likelihood of changing employers within the next 12 months



9.1 Overview

Almost half the property professionals who responded to the survey (49%) anticipate that the economic activity in their chosen professional activity will remain unchanged in the next twelve months. 45% anticipate an increase (only 6% a decrease).

This is a very encouraging sign for property professionals. In 2002 and 2003, only 27% expected an increase in economic activity in the following 12 months - this is now up to 45%. Conversely, 14% in 2002 and 22% in 2003 predicted a decrease - only 6% do so now.

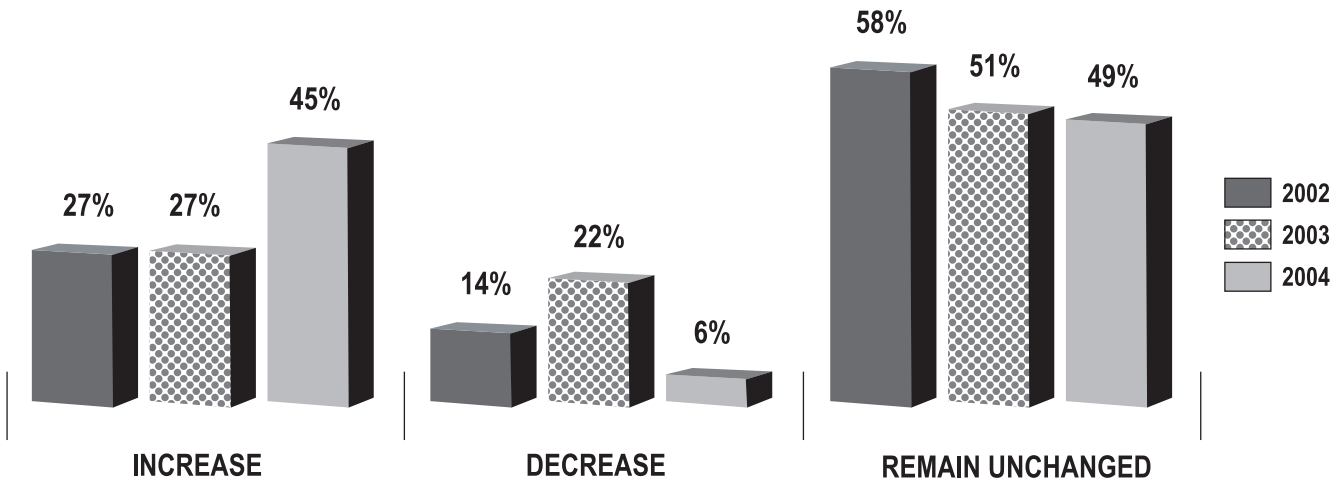
Those professional activities where an increase is most commonly anticipated are: Office Agent (66%), Commercial Development (63%), Research (63%) and Regeneration (60%).

Overall, economic activity is viewed more optimistically this year compared to the past two years.

There were regional differences in opinion: 44% (26% in 2003) in the UK expected an increase in economic activity compared to 50% (31% in 2003) outside the UK. Optimism was higher in the Middle East (75%)*, Africa (56%)*, the Americas (54%)* and Continental Europe (51%)*, in contrast to the Republic of Ireland* (37%) and Asia* (39%), where they have a comparatively pessimistic outlook.

**small sub samples*

Anticipated Changes in Economic Activity over the Next 12 Months



Base: All participants (2002:3173, 2003:3113, 2004:2825)

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

TABLE 1

Base: All Respondents

Total	PRIME PROFESSIONAL ACTIVITY																									
	Academic	Anti-ques & Fine Art	Build Surv	Claims & Disp Resol	Comm Devt	Const Cont Man	Contam Land	Cont QS	Corp Prop Cons	Envir Cons	Envir Imp	Fac Mgt Cons	Fac Mgt In-hse	Fac Mgt Serv Prov	Fund Mgt	Geo-matics	Indust Agent	Invest Broker	Land & Tenant	Minerals	Office Agent	Prof QS	Proj Mgt	Prop Ass Mgt	Prop Fin	
Total	2625	22	4	368	33	76	27	5	150	70	12	8	13	47	31	36	37	33	33	132	34	53	335	117	268	28
Total																										
Base for stats	2762	19	4	365	32	74	27	5	150	70	11	8	13	47	31	36	37	31	33	131	34	53	328	116	264	25
Mean Score	36567	20066	15500	20480	45793	48418	41285	31087	34139	49795	35939	29814	48608	42278	42242	60661	20074	20142	67212	33351	41000	27883	33404	46700	41234	66760
Total UK																										
Base for stats	2484	17	4	350	24	81	16	5	130	50	11	8	10	44	30	30	28	30	22	120	33	50	255	01	243	21
Mean Score	35509	30538	15500	29853	46863	46451	36426	31067	33521	48287	35929	29814	39130	41641	41650	59857	28518	28046	62455	33182	42297	27255	31286	43950	39943	57321
Total Elsewhere																										
Base for stats	288	2	0	12	8	10	11	0	20	19	0	0	2	2	1	6	9	1	11	2	1	3	70	26	21	4
Mean Score	45572	25000	0	19608	42584	60400	48305	0	38088	52960	0	0	81500	53100	60000	64683	30805	32000	48727	44250	28000	38338	41580	52112	56176	47500
London/SE																										
Base for stats	1000	3	0	121	8	34	5	1	41	26	6	5	5	24	15	25	15	8	14	83	4	23	85	43	108	13
Mean Score	40044	20333	0	33270	88625	51162	32863	52000	33858	51832	33789	35100	43779	43189	44904	62408	30380	32444	75714	30330	28500	20061	34847	40370	44781	64677
SW/Wales																										
Base for stats	295	0	0	44	2	8	2	1	16	4	1	2	1	3	5	0	1	3	1	13	5	1	31	14	22	1
Mean Score	31437	26787	0	33717	29000	21956	22500	25000	21095	25000	56100	16500	23250	31500	43100	0	22000	27500	23000	29418	28172	10000	28861	34245	32599	63000
E/W Midlands/England																										
Base for stats	399	3	0	64	3	4	1	0	25	10	0	1	0	8	2	1	6	7	1	22	11	6	34	14	32	0
Mean Score	32058	47876	15500	27333	24333	31125	38000	19000	35727	48010	0	32000	0	41688	33480	23000	28520	28487	28000	28336	56488	28800	31777	40429	35298	0
N West/N East																										
Base for stats	533	2	0	96	10	12	3	2	36	5	2	2	2	7	5	2	8	8	4	18	12	15	55	14	55	4
Mean Score	32592	33500	0	20603	38470	42088	38333	29687	32482	48220	20250	0	21528	44571	38600	58750	25233	25101	48025	33045	40287	23055	28234	45444	30115	43003
Scotland																										
Base for stats	229	2	0	24	0	2	5	0	12	4	1	0	1	2	2	2	1	1	2	0	0	30	0	23	3	
Mean Score	33007	33550	0	25787	0	59000	40300	0	24245	44883	56000	0	70000	25888	33500	47500	28800	27484	33750	26686	0	25208	28272	32433	33577	43000

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 1 (continuation)

Base: All Respondents

	Total	PRIME PROFESSIONAL ACTIVITY														GENDER		AGE						
		Rating	Regen	Re-search	Resid Agent	Resid Devt	Retail Agent	Rural Prac	Town & Count Plan	Trans Plan	Valuation	Waste Mgt	Build Cont	Gen Prac	Other	Male	Female	18-22	23-26	27-30	31-35	36-45	46-55	56+
Total	2825	47	44	16	18	47	35	146	78	5	251	8	20	84	58	2226	591	70	459	441	544	714	457	133
Total																								
Base for stats	2782	47	44	16	17	45	35	146	77	5	246	8	20	83	55	2200	577	65	455	435	537	704	452	130
Mean Score	36567	37361	37456	39953	29939	43173	34394	27742	28558	54000	34253	25282	28085	33831	35550	38774	25201	15176	22182	25025	35291	43268	45627	46119
Total UK																								
Base for stats	2484	47	43	14	16	42	34	144	75	5	222	6	20	75	49	1945	537	60	440	394	479	608	395	108
Mean Score	35509	37361	37396	43500	31185	39257	34376	27810	38556	54000	33590	29382	28085	32577	34521	37530	25175	15290	22402	29055	35903	42121	45795	43271
Total Elsewhere																								
Base for stats	288		1	4	1	2	1	2	1		24			8	5	249	39	5	15	41	57	97	50	23
Mean Score	45572	-	40000	10500	10000	104500	35000	37222	20000	-	40383	-	-	45582	79400	48218	25377	13800	15721	27423	30041	50881	62977	80252
London/SE																								
Base for stats	1000	10	15	14	5	20	16	31	35	2	80	3	7	28	20	773	220	16	190	173	180	241	159	41
Mean Score	40044	49900	43136	43900	26193	48460	34375	34268	39170	70500	34221	35222	27331	34158	31199	42681	30953	18772	25201	37355	41382	48444	53359	46790
SW/Wales																								
Base for stats	295	4	3	-	3	6	2	43	10	-	19	-	3	9	7	225	70	8	40	47	66	81	39	14
Mean Score	31437	32150	33970	-	30333	40246	21000	27428	30950	-	32842	-	29313	37356	31500	32820	25559	12125	20064	25753	30022	38985	37754	39348
EW Midlands/ East Anglia																								
Base for stats	399	7	4	-	4	4	5	38	13	-	41	1	2	17	6	314	85	18	79	52	72	90	52	26
Mean Score	32058	20234	36475	-	30500	18125	31900	23686	41271	-	31210	35040	30207	26820	35292	34547	22561	15300	20350	25525	32337	38201	45559	37615
N West/N East																								
Base for stats	533	6	17	-	3	10	8	16	15	3	49	2	3	16	7	430	102	14	97	51	103	125	97	16
Mean Score	32592	36083	32356	-	43333	29136	35663	25133	38648	43000	30436	16275	29833	31994	35533	33978	25795	12732	20291	25753	34553	37850	42015	42939
Scotland																								
Base for stats	229	10	4	-	1	3	2	14	2	-	21	-	5	4	7	182	47	4	33	38	51	60	36	8
Mean Score	33007	33408	40782	-	25000	38167	31000	28311	47500	-	40908	-	28471	40063	43555	33882	29230	18158	20135	32553	31721	36052	44415	47082

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 1 (continuation)

Base: All Respondents

	Total	EXPERIENCE (YEARS)					REGION																			
		<2	3-6	7-10	11-20	20+	Total UK	Total non UK	Greater London	South East	South West	Anglia	East Mid	West Mid	North West	North East	Wales	Scotland	Ireland	Americas	Middle East	Oceania/Aus	Cont Europe	Asia	Africa	Other
Total	2825	451	776	417	619	530	2574	298	589	424	214	99	140	167	294	241	83	235	52	50	24	28	52	41	16	28
Base for stats	2782	438	769	412	612	520	2481	288	583	417	213	97	137	165	293	240	82	229	51	49	23	27	75	40	15	28
Mean Score	36587	22157	30469	38917	43498	47800	35509	45572	41527	37972	32384	32571	33576	30496	33880	31020	28977	33007	36355	49342	48478	35789	49325	53664	34290	41610
Total UK																										
Base for stats	2484	417	704	384	529	450	2484	-	583	417	213	97	137	165	293	240	82	229	-	-	-	-	-	-	-	28
Mean Score	35509	22544	30238	38027	42241	45708	35509	-	41527	37072	32384	32571	33576	30496	33880	31020	28077	33007	-	-	-	-	-	-	-	41610
Total Elsewhere																										
Base for stats	289	20	64	50	82	66	-	288	-	-	-	-	-	-	-	-	-	-	51	40	23	27	78	40	15	-
Mean Score	45572	15183	33127	41802	51753	59822	-	45572	-	-	-	-	-	-	-	-	-	-	36355	49342	48478	35789	49325	53664	34290	-
London/SE																										
Base for stats	1000	184	281	155	206	174	1000	-	583	417	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mean Score	40044	25787	35401	40996	48372	51914	40044	-	41527	37972	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SW/Wales																										
Base for stats	295	43	85	56	73	38	295	-	-	-	213	-	-	-	-	-	82	-	-	-	-	-	-	-	-	-
Mean Score	31437	18485	30112	32845	36284	37668	31437	-	-	-	32384	-	-	-	-	-	28077	-	-	-	-	-	-	-	-	-
E/W Mids/E Anglia																										
Base for stats	399	73	110	50	79	78	399	-	-	-	-	97	137	165	-	-	-	-	-	-	-	-	-	-	-	-
Mean Score	32058	19062	24416	37937	40813	43213	32058	-	-	-	-	32571	33576	30496	-	-	-	-	-	-	-	-	-	-	-	-
N West/N East																										
Base for stats	533	84	147	76	116	110	533	-	-	-	-	-	-	-	293	240	-	-	-	-	-	-	-	-	-	-
Mean Score	32592	19695	26713	35643	38055	42777	32592	-	-	-	-	-	-	-	33880	31020	-	-	-	-	-	-	-	-	-	-
Scotland																										
Base for stats	229	30	69	40	48	42	229	-	-	-	-	-	-	-	-	-	-	229	-	-	-	-	-	-	-	-
Mean Score	33007	23785	27050	30100	36361	30851	33007	-	-	-	-	-	-	-	-	-	-	33007	-	-	-	-	-	-	-	-

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 1 (continuation)

Base: All Respondents

	Total	SALARY (UK)					LEVEL OF RESPONSIBILITY							EMPLOYERS MAIN ACTIVITY								INTERNET ACCESS	
		<£20k	£20k-£29999	£30k-£39999	£40k-£59999	£60k+	Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Prin- cipal	Other	Comm /Ind	Surv Prac	Inv/ Devt	Fin Serv	Govt	Educ- ation	Non- profit	Other	Yes	No
Total	2825	323	810	794	585	269	308	615	668	704	313	76	138	647	853	164	84	441	56	78	387	2805	11
Total																							
Base for state	2782	323	810	794	585	269	300	610	660	695	310	72	132	633	842	160	81	436	56	78	383	2785	11
Mean Score	30967	14525	24728	33902	46874	84208	18841	20082	34781	41031	00086	58117	40550	37543	33004	46776	40028	32400	35032	33220	40555	30643	38530
Total UK																							
Base for state	2484	282	764	746	500	102	283	578	580	610	260	61	110	545	800	120	70	407	49	77	332	2473	8
Mean Score	35509	15221	24736	33860	46660	85510	19090	26186	34422	40602	59350	51630	37317	35061	33253	41769	48787	32092	33954	32661	40611	35192	30898
Total Elsewhere																							
Base for state	288	40	44	46	21	71	17	31	20	82	49	11	18	89	70	34	12	29	6	1	47	287	1
Mean Score	45572	9486.8	24633	34657	48667	81480	14682	24174	37219	49484	84588	77455	58707	50557	41822	49559	50813	38805	44333	77000	41812	45521	60000
London/SE																							
Base for state	1000	67	266	278	267	122	102	224	212	250	138	28	45	231	382	76	41	108	12	27	142	998	3
Mean Score	40044	14462	24703	33966	46825	80300	20881	27534	39288	44339	05080	57338	30770	36720	37774	48130	50083	34200	33488	35407	47052	40076	32833
SW/Wales																							
Base for state	295	44	103	92	49	7	34	64	81	73	21	6	16	47	102	10	6	72	10	17	31	203	2
Mean Score	31437	15273	24766	33770	45671	98613	18293	28120	30745	35996	46821	31953	34732	36170	28548	37395	40225	31274	33060	28562	31124	31387	38726
E/W Mids/E Anglia																							
Base for state	399	71	121	112	71	18	66	93	80	96	36	10	16	83	166	6	10	66	10	12	56	398	1
Mean Score	32058	15478	24470	33778	46333	81641	17267	24699	32739	38114	48415	51547	48505	32113	29817	31417	41200	33087	38803	27580	35062	32133	20000
N West/N East																							
Base for state	533	72	177	178	78	28	56	133	122	137	46	12	19	126	174	26	12	95	12	15	72	530	1
Mean Score	32592	15301	24640	33962	46846	78800	17843	24061	32002	30932	55068	56250	34727	33862	29078	40117	30802	29080	32710	30113	35612	32420	32232
Scotland																							
Base for state	229	24	90	75	28	12	24	62	62	44	18	3	13	47	88	7	8	64	5	5	23	228	1
Mean Score	33007	15821	25010	33277	47223	92878	19685	21932	30923	43595	58671	56667	33920	32361	31648	43929	41011	31775	30153	34300	36328	32990	37000

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 2

Base: All Assistants/Probationers

	Total	PRIME PROFESSIONAL ACTIVITY																								
		Acc- dated	Antiq- ues & Fine Art	Build Surv	Clean & Disp Resol	Comm Devt	Consl Comm Man	Contem Lana	Cont OS	Corp Prop Cons	Emir Cons	Emir Imp	Fac Mgt Cons	Fac Mgt Intse	Fac Mgt Serv Prov	Fund Mgt	Geo- matic	Indust Agent	Invest Broker	Land & Tenant	Min- erals	Office Agent	Prof OS	Prop Mgt	Prop Ass Mgt	Prop Flr
Total	308	2		56	3	5	2	1	24	2				1	2	1	3	3	1	19	5	10	46	9	10	1
Total																										
Base for stats	300	1		55	2	5	2	1	24	2				1	2	1	3	3	1	19	5	10	44	9	10	1
Mean Score	18781	20000	-	25227	23500	20000	24750	15000	21000	15000	-	-	-	29000	25000	25000	18200	17000	14000	19100	15400	18500	18500	22100	19700	25000
Total UK																										
Base for stats	283	1		52	2	5	2	1	22	2				1	2	1	2	3	1	19	5	10	36	9	9	1
Mean Score	19096	20000	-	24554	22500	20000	24750	15000	21000	15000	-	-	-	24000	24000	23700	17000	17000	14000	13100	15450	16800	18000	22450	18900	25000
Total Elsewhere																										
Base for stats	17	-		3	-	-	-	-	2	-							1	-	-	-	-	-	6	-	1	-
Mean Score	14682	-	-	14667	-	-	-	-	18250	-	-	-	-	-	-	-	16500	-	-	-	-	-	12583	-	18000	-
London/SE																										
Base for stats	102	-		18	-	5	2	-	7	-				1	1	1	2	-	1	7	1	6	11	3	2	-
Mean Score	20881	-	-	23129	-	20835	24750	-	21574	-	-	-	-	23000	22000	23700	17000	-	14000	23220	19000	19000	23000	23000	18250	-
SW/Wales																										
Base for stats	34	1		5	1	1	-	-	2	1										3	2	-	4	1	1	-
Mean Score	18383	20000	-	24950	15000	14651	-	-	22000	21000	-	-	-	-	-	-	-	-	-	18400	13500	-	22000	22000	20000	-
EW/Mid/E Angie																										
Base for stats	66	-		12	-	1	-	1	5	1							1	-	4	1	-	5	-	3	-	
Mean Score	17287	-	-	17096	-	15000	-	15000	18835	15000	-	-	-	-	-	-	20000	-	14100	17500	-	18500	-	18050	-	
N/W/SH East																										
Base for stats	55	-		13	1	-	-	-	3	-							2	-	3	1	4	6	1	2	-	
Mean Score	17843	-	-	17705	30000	-	-	-	22340	-	-	-	-	-	-	-	15500	-	20900	17000	14400	14386	19000	22100	-	
Scotland																										
Base for stats	24	-		3	-	-	-	-	1	-				1	-	-	-	-	1	-	1	7	-	1	1	
Mean Score	19685	-	-	19400	-	-	-	-	24080	-	-	-	-	37000	-	-	-	-	19500	-	15000	17389	-	23000	25000	

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 2 (continuation)

Base: All Assistants/Probationers

	Total	PRIME PROFESSIONAL ACTIVITY													GENDER		AGE							
		Rating	Regen	Re-search	Resid Agent	Resid Devl	Retain Agent	Rural Prac	Town & Count Plan	Trans Plan	Valuation	Waste Mgt	Build Cont	Gen Prac	Other	Male	Female	18-22	23-26	27-30	31-35	36-45	46-55	56+
Total	308	4	2	1	-	5	6	32	7	-	32	1	-	14	2	182	126	18	167	57	29	10	2	1
Total																								
Base for stats	300	4	2	1	-	4	6	32	7	-	30	1	-	14	2	180	120	16	164	50	27	10	2	1
Mean Score	18841	24625	19750	22000	-	18500	17083	16156	20499	-	16724	13500	-	18170	16750	19369	18048	15129	18870	20362	20548	21083	22997	31920
Total UK																								
Base for stats	283	4	2	1	-	4	6	32	7	-	28	1	-	12	2	169	114	42	161	42	26	9	2	1
Mean Score	19090	24025	19750	22000	-	18500	17083	16156	20400	-	17057	13500	-	18281	16750	10012	18317	15212	18970	21024	21146	21026	22007	31020
Total Elsewhere																								
Base for stats	17	-	-	-	-	-	-	-	-	-	2	-	-	2	-	11	0	4	3	8	1	1	-	-
Mean Score	14682	-	-	-	-	-	-	-	-	-	12050	-	-	17500	-	15638	12933	12150	13000	16828	5000.0	13500	-	-
London/SE																								
Base for stats	102	1	1	1	-	-	3	6	5	-	12	-	-	9	1	64	38	8	66	15	10	2	1	-
Mean Score	20881	35000	22000	22000	-	-	18333	17167	19300	-	17877	-	-	20288	18500	21518	19807	19294	20643	22000	22650	17262	21993	-
SW/Wales																								
Base for stats	34	-	-	-	-	-	-	9	1	-	1	-	-	4	-	16	18	6	14	6	6	2	-	-
Mean Score	18393	-	-	-	-	-	-	15006	25000	-	20000	-	-	15000	-	20087	10880	12000	17767	21292	21026	23023	-	-
E/W Mids/E Anglia																								
Base for stats	66	2	-	-	-	2	1	4	-	-	7	-	-	0	-	38	28	15	34	9	7	1	-	-
Mean Score	17267	19500	-	-	-	17500	14000	15839	-	-	15071	-	-	17089	-	17958	16329	16062	16293	21552	18679	20000	-	-
N West/N East																								
Base for stats	55	-	-	-	-	2	1	-	1	-	6	1	-	1	-	30	10	9	36	6	2	2	-	1
Mean Score	17843	-	-	-	-	19500	16500	-	21993	-	16822	13500	-	15400	-	17515	18465	11889	18440	20083	19500	18781	-	31920
Scotland																								
Base for stats	24	1	-	-	-	-	1	3	-	-	3	-	-	-	-	15	9	4	12	5	1	1	1	-
Mean Score	19685	24500	-	-	-	-	17000	17264	-	-	17825	-	-	-	-	20107	18832	16158	20437	17956	23703	25000	24000	-

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 2 (continuation)

Base: All Assistants/Probationers

	Total	EXPERIENCE (YEARS)					REGION																				
		<2	3-6	7-10	11-20	20+	Total UK	Total non UK	Greater London	South East	South West	Anglia	East Mid	West Mid	North West	North East	Wales	Scotland	Ireland	Americas	Middle East	Oceania/Aus	Cont Europe	Asia	Africa	Other	
Total	308	208	88	7	3	2	288	20	68	36	25	9	26	33	29	26	9	25	8	1	1	3	4	3	-	2	
Base for stats	300	207	88	6	3	2	283	17	66	36	25	9	26	31	29	26	9	24	8	1	1	2	2	3	-	2	
Mean Score	18841	18138	19689	23966	24415	27960	19090	14682	21949	18921	17824	17420	17594	16948	18691	16697	19972	19685	15875	5000.0	13500	22250	12750	11367	-	27000	
Total UK																											
Base for stats	283	194	79	6	2	2	283	-	66	36	25	9	26	31	29	26	9	24	-	-	-	-	-	-	-	2	
Mean Score	19090	18275	20220	23966	20673	27000	19000	-	21040	18021	17824	17420	17594	16948	18691	16607	19072	19685	-	-	-	-	-	-	-	27000	
Total Elsewhere																											
Base for stats	17	7	0	-	1	-	-	17	-	-	-	-	-	-	-	-	-	-	8	1	1	2	2	3	-	-	
Mean Score	14682	14357	19067	-	13500	-	-	14682	-	-	-	-	-	-	-	-	-	-	19875	5000.0	13500	22250	12750	11367	-	-	
London/SE																											
Base for stats	102	79	21	1	-	-	102	-	66	36	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mean Score	20881	20047	23144	26000	34500	-	20881	-	21949	18921	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SW/Wales																											
Base for stats	34	21	10	2	1	-	34	-	-	-	25	-	-	-	-	-	9	-	-	-	-	-	-	-	-	-	
Mean Score	18393	16469	20725	23500	25245	-	18393	-	-	-	17824	-	-	-	-	-	10072	-	-	-	-	-	-	-	-	-	
E/W Mids/E Anglia																											
Base for stats	66	45	20	-	-	-	66	-	-	-	-	0	26	31	-	-	-	-	-	-	-	-	-	-	-	-	
Mean Score	17267	16790	17988	27000	-	-	17267	-	-	-	-	17420	17594	16948	-	-	-	-	-	-	-	-	-	-	-	-	
N West/N East																											
Base for stats	55	37	16	1	-	1	55	-	-	-	-	-	-	-	29	26	-	-	-	-	-	-	-	-	-	-	
Mean Score	17843	16895	19020	20000	-	31920	17843	-	-	-	-	-	-	-	18691	16697	-	-	-	-	-	-	-	-	-	-	
Scotland																											
Base for stats	24	11	11	1	-	1	24	-	-	-	-	-	-	-	-	-	-	24	-	-	-	-	-	-	-	-	
Mean Score	19685	18648	19957	23793	-	24000	19685	-	-	-	-	-	-	-	-	-	-	19685	-	-	-	-	-	-	-	-	

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 2 (continuation)

Base: All Assistants/Probationers

	Total	SALARY (UK)					LEVEL OF RESPONSIBILITY							EMPLOYERS MAIN ACTIVITY							INTERNET ACCESS			
		<£20k	£20k-£29999	£30k-£39999	£40k-£59999	£60k+	Asst	Staff	Snr	Assocl Mgr	Part/Exec	Prin-cipal	Other	Comm/Ind	Surv/Prac	Inv/Devt	Fin Serv	Govt	Educ-ation	Non-profit	Other	Yes	No	
Total	308	175	115	10	-	-	308	-	-	-	-	-	-	96	177	12	7	34	4	6	25	305	3	
Total																								
Base for stats	300	175	115	10	-	-	300	-	-	-	-	-	-	93	170	11	6	33	4	6	25	297	3	
Mean Score	18841	15502	22650	32006	-	-	18841	-	-	-	-	-	-	10388	18192	18530	18850	10700	17480	18088	10057	18789	23583	
Total UK																								
Base for stats	283	100	113	10	-	-	283	-	-	-	-	-	-	88	112	11	5	32	4	6	23	280	3	
Mean Score	19090	16673	22698	32998	-	-	19090	-	-	-	-	-	-	19723	18357	18536	20700	19899	17480	18688	19463	18032	23983	
Total Elsewhere																								
Base for stats	17	15	2	-	-	-	17	-	-	-	-	-	-	5	8	-	-	1	-	-	2	17	-	
Mean Score	14682	13673	22750	-	-	-	14682	-	-	-	-	-	-	13500	15875	-	9600.0	16500	-	-	14500	14682	-	
London/SE																								
Base for stats	102	36	61	5	-	-	102	-	-	-	-	-	-	37	39	7	4	7	-	7	9	101	1	
Mean Score	20881	15715	22560	32700	-	-	20881	-	-	-	-	-	-	20483	21814	10950	21500	20040	-	18500	22038	20889	20000	
SW/Wales																								
Base for stats	34	20	14	-	-	-	34	-	-	-	-	-	-	7	12	-	-	6	1	1	4	33	1	
Mean Score	18393	16393	22678	-	-	-	18393	-	-	-	-	-	-	19107	17908	-	23900	21237	2000.0	16000	18126	18197	11950	
E/W Midlands/Anghia																								
Base for stats	66	49	17	-	-	-	66	-	-	-	-	-	-	19	30	1	1	6	1	4	4	66	-	
Mean Score	17267	15558	22192	-	-	-	17267	-	-	-	-	-	-	18154	16174	19000	15000	19161	27000	14875	18500	17267	-	
N West/N East																								
Base for stats	55	40	12	3	-	-	55	-	-	-	-	-	-	17	23	3	-	5	2	-	6	55	-	
Mean Score	17843	15040	21608	32100	-	-	17843	-	-	-	-	-	-	10000	16207	22083	-	17821	20400	-	14500	17843	-	
Scotland																								
Base for stats	24	15	8	1	-	-	24	-	-	-	-	-	-	6	8	-	7	6	-	1	1	23	1	
Mean Score	19685	16414	23651	37000	-	-	19685	-	-	-	-	-	-	17633	17119	-	21750	20112	-	37000	24680	18932	37000	

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 3

Base: All Surveyors

	Total	PRIME PROFESSIONAL ACTIVITY																								
		Academic	Antiques & Fine Art	Build Surv	Claims & Disp Resol	Comm Devt	Const Cont Man	Contam Land	Cont QS	Corp Prop Cons	Envlr Cons	Envlr Imp	Fac Mgt Cons	Fac Mgt In-hse	Fac Mgt Serv Prov	Fund Mgt	Geomatics	Indust Agent	Invest Broker	Land & Tenant	Minerals	Office Agent	Prof QS	Proj Mgt	Prop Ass Mgt	Prop Fin
Total	615	6		126	5	15	4	1	40	8	7	3		5	1	3	6	10	6	34	9	11	68	13	48	1
Total																										
Base for stats	610	5		126	5	13	4	1	40	8	7	3		5	1	3	6	10	6	34	9	11	67	13	48	1
Mean Score	26082	25120	-	20677	31040	27043	34600	20000	25346	23227	28500	24000	-	28046	28000	30007	21883	23754	24107	20081	41997	22371	25525	25840	27606	12750
Total UK																										
Base for stats	578	5		123	3	12	4	1	37	6	7	3		5	1	3	6	10	5	34	9	11	67	10	48	1
Mean Score	26186	25120	-	26730	27100	25130	31500	26000	26137	23053	28500	24000	-	28046	28000	30667	21883	23754	26600	26081	41997	22371	25176	25992	27606	12750
Total Elsewhere																										
Base for stats	31	-		2	2	1	-	-	3	2	-	-		-	-	-	-	-	1	-	-	-	10	3	-	-
Mean Score	24174	-		18000	36000	50000	-	-	11887	17750	-	-	-	-	-	-	-	-	12000	-	-	-	25804	25333	-	-
London/SE																										
Base for stats	224	1		42	1	4	-	-	14	7	4	3		3	1	2	1	2	3	15	2	5	24	2	21	-
Mean Score	27534	15000	-	27493	31000	20875	-	-	26750	26500	32000	24000	-	28833	28000	31000	21000	27500	27000	28450	24500	21477	27727	33552	29777	-
SW/Wales																										
Base for stats	64	1		11	-	2	2	-	5	-	-	-		-	-	-	-	1	1	3	1	-	0	4	7	-
Mean Score	28120	10000	-	17536	-	22500	32500	-	27520	-	-	-	-	32000	-	-	-	23600	23000	22060	21282	-	23867	27204	25100	-
E/W Midlands/ Anglia																										
Base for stats	93	-		25	1	2	-	-	6	7	-	-		-	-	-	2	3	1	6	4	4	5	3	3	-
Mean Score	24639	-		24126	20000	25250	-	-	28358	24000	-	-	-	-	-	-	19500	23715	29000	24960	48967	24750	22600	24500	22500	-
N West/N East																										
Base for stats	133	1		39	1	4	1	1	9	4	4	-		-	-	2	2	-	6	2	2	10	-	6	1	
Mean Score	24651	33500	-	22198	31200	24040	45000	20000	23887	23000	25000	-	-	-	-	22250	21075	-	25050	55020	20000	22950	-	26437	12750	
Scotland																										
Base for stats	62	2		0	-	-	1	-	3	2	-	-		-	-	1	1	-	5	-	-	0	1	0	-	
Mean Score	24832	33660	-	23538	-	-	28000	-	29800	25760	-	-	-	21732	-	30000	26800	-	22988	-	-	25189	10500	27230	-	

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 3 (continuation)

Base: All Surveyors

	Total	PRIME PROFESSIONAL ACTIVITY														GENDER		AGE						
		Rating	Regen	Re-search	Resid Agent	Resid Devt	Retail Agent	Rural Prac	Town & Count Plan	Trans Plan	Valuation	Waste Mgt	Build Cont	Gen Prac	Other	Male	Female	18-22	23-26	27-30	31-35	36-45	46-55	56+
Total	615	0	8	6	0	8	8	31	14	-	60	2	8	18	15	434	170	16	218	167	04	85	26	8
Total																								
Base for stats	610	0	8	6	0	8	8	31	14	-	60	2	8	18	14	432	170	14	218	167	04	82	26	8
Mean Score	25082	23352	26469	42850	23111	24013	25288	20454	25013	-	27789	18625	28265	24416	21676	26745	24152	16250	22515	26733	27738	37390	32141	33490
Total UK																								
Base for stats	578	6	8	6	6	8	8	31	14	-	55	2	8	16	14	407	170	13	211	167	85	76	24	8
Mean Score	26186	23352	26469	42850	23111	24043	25288	20454	25043	-	27366	18625	28265	24717	21676	26714	24912	16577	22836	26588	27764	37858	32069	33490
Total Elsewhere																								
Base for stats	31	-	-	-	-	-	-	-	-	-	5	-	-	2	-	25	6	4	7	6	9	6	7	-
Mean Score	24174	-	-	-	-	-	-	-	-	-	25240	-	-	22003	-	27235	11423	12000	12937	30623	27311	26334	33000	-
London/SE																								
Base for stats	224	-	2	6	1	4	0	0	10	-	23	1	3	5	8	143	81	5	84	78	20	21	8	2
Mean Score	27534	-	27630	42850	21666	22000	25600	21467	26670	-	28747	18000	37000	26995	23365	28044	26634	20000	24928	28837	28870	29907	33013	40833
SW/Wales																								
Base for stats	64	-	-	-	-	7	-	8	7	-	3	-	7	1	1	46	19	7	22	19	12	8	2	-
Mean Score	28120	-	-	-	-	28000	-	21098	17500	-	26000	-	26640	20000	15000	29888	23934	18000	20552	24449	25732	61654	37500	-
E/W Mids/E Anglia																								
Base for stats	93	1	1	-	3	-	1	8	7	-	7	-	-	3	2	67	26	3	37	27	12	14	4	2
Mean Score	24699	28130	24500	-	22333	-	10500	18813	22500	-	25577	-	-	23333	10375	25050	22240	12083	21081	24572	26138	28506	30050	39250
N West/N East																								
Base for stats	133	1	6	-	1	3	1	0	-	-	5	1	-	4	1	90	33	4	50	37	17	21	7	3
Mean Score	24651	20000	26399	-	25000	25148	29800	21833	22000	-	28729	19250	27000	21625	24000	26010	23474	16373	21848	24472	30206	28207	29790	27768
Scotland																								
Base for stats	62	4	-	-	1	-	-	3	-	-	6	-	3	2	2	52	10	-	17	12	18	11	3	1
Mean Score	24932	22995	-	-	25000	-	-	18333	-	-	22500	-	26494	30000	22399	25037	24388	-	20041	24452	27059	28379	28733	26250

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 3 (continuation)

Base: All Surveyors

	Total	EXPERIENCE (YEARS)					REGION																			
		<2	3-6	7-10	11-20	20+	Total UK	Total non UK	Greater London	South East	South West	Anglia	East Mid	West Mid	North West	North East	Wales	Scotland	Ireland	Americas	Middle East	Oceania/Aus	Cont Europe	Asia	Africa	Other
Total	615	158	309	65	54	29	582	32	143	83	44	26	27	41	70	64	20	62	8	8	4	2	5	3	2	2
Base for stats	610	156	308	64	53	29	578	31	142	82	44	25	27	41	69	64	20	62	8	7	4	2	5	3	2	2
Mean Score	26082	22597	25976	27853	30805	31042	26186	24174	27741	27170	30735	25972	25653	23294	24070	25270	23680	24932	20301	35534	30000	22500	14307	9333.3	12500	23500
Total UK	578	148	299	56	48	27	578	-	142	82	44	25	27	41	69	64	20	62	-	-	-	-	-	-	-	2
Mean Score	26186	23735	25775	28538	30743	31864	26186	-	27741	27170	30735	25972	25653	23294	24070	25279	23689	24932	-	-	-	-	-	-	-	23500
Total Elsewhere	31	8	9	7	6	2	-	31	-	-	-	-	-	-	-	-	-	-	8	7	4	2	5	3	2	-
Mean Score	24174	9216.9	12573	22786	31401	33000	-	24174	-	-	-	-	-	-	-	-	-	-	26397	35534	30000	22500	14307	9333.3	12500	-
London/SE	224	69	111	24	12	8	224	-	142	82	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mean Score	27534	22025	26682	29754	30903	33700	27534	-	27741	27170	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SW/Wales	64	16	32	7	5	4	64	-	-	-	44	-	-	-	-	-	20	-	-	-	-	-	-	-	-	-
Mean Score	28120	19793	32792	24745	28749	31679	28120	-	-	-	30735	-	-	-	-	-	23689	-	-	-	-	-	-	-	-	-
EW Midlands/Anglia	93	27	56	7	6	4	93	-	-	-	-	25	27	41	-	-	-	-	-	-	-	-	-	-	-	-
Mean Score	24699	21436	23299	22723	23278	33784	24699	-	-	-	-	25972	25653	23294	-	-	-	-	-	-	-	-	-	-	-	-
N West/NN East	133	29	73	7	16	8	133	-	-	-	-	-	-	69	64	-	-	-	-	-	-	-	-	-	-	-
Mean Score	24651	21422	23507	23966	26020	31105	24651	-	-	-	-	-	-	24070	25270	-	-	-	-	-	-	-	-	-	-	-
Scotland	62	17	26	11	10	3	62	-	-	-	-	-	-	-	-	-	62	-	-	-	-	-	-	-	-	-
Mean Score	24932	20303	23396	26997	31766	26817	24932	-	-	-	-	-	-	-	-	-	24932	-	-	-	-	-	-	-	-	-

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 3 (continuation)

Base: All Surveyors

	Total	SALARY (UK)					LEVEL OF RESPONSIBILITY							EMPLOYERS MAIN ACTIVITY							INTERNET ACCESS				
		<£20k	£20k-£29999	£30k-£39999	£40k-£59999	£60k+	Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Prin- cipal	Other	Comm /Ind	Surv Prac	Inv/ Devt	Fin Serv	Govt	Educ- ation	Non- profit	Other	Yes	No		
Total	615	88	350	114	10	8	-	015	-	-	-	-	-	136	205	34	15	110	17	24	68	0	4	-	
Total																									
Base for stats	610	88	350	114	10	8	-	010	-	-	-	-	-	133	205	34	14	110	17	24	67	009	-	-	
Mean Score	26082	15690	24163	32340	44200	107636	-	26082	-	-	-	-	-	28396	25722	24621	29694	26390	27688	24610	25838	26081	-	-	
Total UK																									
Base for stats	578	78	371	112	8	6	-	578	-	-	-	-	-	123	202	28	13	110	17	24	67	978	-	-	
Mean Score	26186	16525	24474	32286	42750	122580	-	26186	-	-	-	-	-	28077	25730	26104	29362	25757	27588	24610	26240	26786	-	-	
Total Elsewhere																									
Base for stats	31	10	15	7	7	2	-	31	-	-	-	-	-	10	3	6	1	6	-	-	5	37	-	-	
Mean Score	24174	0173.5	24742	36371	60000	02400	-	24174	-	-	-	-	-	3756	24579	17700	34006	18007	-	-	2700	24774	-	-	
London/SE																									
Base for stats	224	15	139	64	4	2	-	224	-	-	-	-	-	55	82	10	4	30	5	6	20	224	-	-	
Mean Score	27534	16697	25777	32276	41750	92500	-	27534	-	-	-	-	-	26119	26863	27631	35250	27034	27100	27467	32680	27531	-	-	
SW/Wales																									
Base for stats	64	18	31	11	-	1	-	64	-	-	-	-	-	12	22	2	1	13	2	6	6	61	-	-	
Mean Score	28120	17073	24744	32491	-	315000	-	28120	-	-	-	-	-	53383	27723	15000	20500	24091	27500	24360	27393	28720	-	-	
E/W Mids/E Anglia																									
Base for stats	93	19	59	11	7	7	-	93	-	-	-	-	-	27	47	7	1	9	3	7	14	93	-	-	
Mean Score	24699	16587	23757	32241	43800	08045	-	24699	-	-	-	-	-	23667	26206	10250	28000	23020	26133	23000	23386	24699	-	-	
N West/N East																									
Base for stats	133	20	94	17	1	1	-	133	-	-	-	-	-	25	38	7	4	29	3	9	18	133	-	-	
Mean Score	24651	16222	24090	32187	45000	97990	-	24651	-	-	-	-	-	25031	23581	26188	29051	26274	24333	22621	23303	24651	-	-	
Scotland																									
Base for stats	62	6	46	0	1	-	-	62	-	-	-	-	-	10	17	1	3	23	4	1	3	62	-	-	
Mean Score	24932	15477	24347	32351	42400	-	-	24932	-	-	-	-	-	24730	22729	37000	25333	25117	31725	31000	23940	24932	-	-	

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 4

Base: All Senior Surveyors

Total	PRIME PROFESSIONAL ACTIVITY																								
	Academics	Arb-ques & Final An	Build Surv	Claims & Disput Resol	Comm Devt	Const Cost Man	Contam Land	Cont QS	Corp Prop Cons	Envir Cons	Envir Imp	Fac Mgt Cons	Fac Mgt In-Hse	Fac Mgt Serv Prov	Fund Mgt	Geomatics	Indust Agent	Invest Broker	Land & Tenant	Materials	Officer Agent	Prod QS	Proj Mgt	Prop Ass Mgt	Prop Fin
Total	668	4	1	34	14	16	7	1	45	11	1	2	4	11	3	14	7	5	32	7	10	106	38	55	8
Total	668	4	1	34	14	16	7	1	45	11	1	2	4	11	3	14	7	5	32	7	10	106	38	55	8
Base for stats	660	4	1	23	14	15	7	1	45	11	1	2	4	11	3	14	7	5	32	7	10	104	38	55	7
Mean Score	34761	31007	15500	29570	31762	47537	25177	33232	57500	38996	27000	27500	27050	41210	25025	29227	20920	120700	33095	57077	31000	32870	27285	21900	29257
Total UK	580	3	1	20	10	14	5	1	35	7	1	2	4	11	3	10	6	2	32	7	10	97	32	50	8
Base for stats	580	3	1	20	10	14	5	1	35	7	1	2	4	11	3	10	6	2	32	7	10	97	32	50	8
Mean Score	34422	33876	15500	29600	35000	47000	36763	33333	58224	36500	27000	31500	37050	32175	41210	56833	27200	28474	190500	32885	57847	31000	32187	24604	46583
Total Elsewhere	80	-	-	3	4	1	2	-	13	4	-	-	-	-	-	4	1	2	-	-	-	20	6	5	-
Base for stats	80	-	-	3	4	1	2	-	13	4	-	-	-	-	-	4	1	2	-	-	-	20	6	5	-
Mean Score	37219	25000	-	20500	33668	36000	32250	-	40736	37568	-	-	-	-	-	34537	32000	34500	-	-	-	36060	41167	36055	45000
London/SE	292	-	-	23	3	7	3	-	13	5	1	-	2	6	-	1	5	1	2	13	6	26	17	16	3
Base for stats	292	-	-	23	3	7	3	-	13	5	1	-	2	6	-	1	5	1	2	13	6	26	17	16	3
Mean Score	29266	34000	-	32979	37000	25266	37938	-	40847	36100	27000	-	44421	29237	-	50000	30500	34000	271500	36731	12567	32707	39486	40611	51667
SW/Vales	81	-	-	11	-	2	-	-	5	-	1	1	1	2	-	-	1	-	4	2	-	9	3	3	-
Base for stats	81	-	-	11	-	2	-	-	5	-	1	1	1	2	-	-	1	-	4	2	-	9	3	3	-
Mean Score	30745	32000	-	26500	-	40000	-	-	33021	-	27000	33750	27000	45500	-	22000	27000	-	34000	39975	-	37500	27000	33750	-
EM/ Midlands	80	-	1	10	1	-	-	-	5	-	1	-	2	-	-	-	2	-	4	1	-	11	4	10	-
Base for stats	80	-	1	10	1	-	-	-	5	-	1	-	2	-	-	-	2	-	4	1	-	11	4	10	-
Mean Score	32239	35628	15500	27570	24000	-	-	-	37885	46000	-	32000	-	32667	32600	-	27600	26813	-	2615	12000	-	32816	20375	39577
N/West/N East	132	-	-	26	6	3	2	1	8	-	-	-	1	-	2	3	1	-	6	3	2	22	6	14	-
Base for stats	132	-	-	26	6	3	2	1	8	-	-	-	1	-	2	3	1	-	6	3	2	22	6	14	-
Mean Score	32002	-	-	30000	39633	31333	35000	33333	32000	-	-	-	38000	-	56750	23300	24945	-	27600	56367	20250	36006	31377	30700	29300
Scotland	67	-	-	11	-	1	-	-	5	-	-	-	-	-	-	-	1	1	1	-	2	16	2	2	2
Base for stats	67	-	-	11	-	1	-	-	5	-	-	-	-	-	-	-	1	1	1	-	2	16	2	2	2
Mean Score	20933	-	-	27124	-	25000	-	-	32367	-	-	-	-	-	-	-	27064	28500	30000	-	27750	26652	41500	28750	52000

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 4 (continuation)

Base: All Senior Surveyors

Total	PRIME PROFESSIONAL ACTIVITY														GENDER		AGE							
	Rating	Regen	Re-search	Resid Agent	Resid Devt	Retail Agent	Rural Prac	Town & Count Plan	Trans Plan	Valuation	Waste Mgt	Build Cont	Gen Prac	Other	Male	Female	18-22	23-26	27-30	31-35	36-45	46-55	56+	
Total	668	20	10	3	2	0	5	28	14	1	44	1	10	10	13	524	143	.	28	138	161	200	111	20
Total																								
Base for stats	660	20	10	3	2	0	5	28	13	1	43	1	10	10	13	520	130	.	28	130	159	197	110	20
Mean Score	34761	33205	35270	33883	26150	36856	35500	27056	29896	40000	31551	38500	27199	36822	16888	35753	30911	.	28789	29580	35739	35220	38838	36321
Total UK																								
Base for stats	580	20	9	2	2	9	5	27	12	1	39	1	10	13	11	451	125	.	26	121	142	171	97	22
Mean Score	34422	33205	34744	50000	26150	36856	35500	27227	30721	40000	32719	38500	27499	34665	35322	35215	31419	.	30441	29661	36122	34872	36658	30841
Total Elsewhere																								
Base for stats	80	.	4	1	.	.	.	4	1	.	4	.	.	3	2	65	14	.	2	15	17	26	13	7
Mean Score	37219	.	40000	10500	.	.	.	22444	20000	.	20188	.	.	45217	105000	39455	20078	.	73250	27151	32540	42513	40175	53543
London/SE																								
Base for stats	212	3	2	2	2	5	3	2	3	1	16	1	4	7	5	170	41	.	10	40	48	53	40	0
Mean Score	39255	33833	32391	50000	26150	37040	37167	22250	30617	40000	37578	38500	24579	37971	36670	40963	33626	.	31219	33076	45661	38036	43877	32511
S/W/Wales																								
Base for stats	81	2	1	.	.	.	.	13	6	.	5	.	2	1	2	62	19	.	3	15	20	30	11	2
Mean Score	30745	31550	25911	.	.	.	.	27231	31300	.	26473	.	30650	39200	34099	30252	32355	.	27267	26511	28965	32626	32795	31000
E/W Midlands/England																								
Base for stats	80	2	2	.	.	.	1	4	1	.	5	.	.	3	1	63	17	.	3	17	15	24	14	7
Mean Score	32239	30500	41000	.	.	.	31000	25850	25500	.	33300	.	.	26107	43000	33319	26235	.	24333	27403	33327	34725	30018	28566
N West/N East																								
Base for stats	132	2	4	.	.	3	1	3	2	.	8	.	2	1	1	102	30	.	2	27	38	40	23	2
Mean Score	32002	33750	35000	.	.	39667	35000	28333	31750	.	28355	.	31250	32000	21000	33003	28997	.	21202	27930	31483	33158	35928	30315
Scotland																								
Base for stats	67	11	.	.	.	1	.	4	.	.	5	.	2	1	1	52	15	.	2	14	17	22	9	2
Mean Score	30933	32635	.	.	.	27500	.	30154	.	.	29820	.	26437	32000	36000	30380	32648	.	20375	27355	30804	32791	33716	31622

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 4 (continuation)

Base: All Senior Surveyors

	Total	EXPERIENCE (YEARS)					REGION																			
		<2	3-6	7-10	11-20	20+	Total UK	Total non UK	Greater London	South East	South West	Anglia	East Mid	West Mid	North West	North East	Wales	Scotland	Ireland	Americas	Middle East	Oceania/Aus	Cont Europe	Asia	Africa	Other
Total	668	25	199	147	172	125	580	82	127	87	50	10	25	37	70	62	25	70	17	17	7	11	15	10	4	8
Total																										
Base for stats	660	25	196	140	170	123	580	80	125	87	50	10	24	37	70	62	25	67	17	17	7	11	14	9	4	8
Mean Score	34761	32818	31032	33211	35922	36553	34422	37219	42160	35107	31888	31355	35458	30604	32835	31061	28186	30933	31615	42647	39286	30462	33098	53708	19681	31900
Total UK																										
Base for stats	580	23	181	127	144	105	580	-	125	87	56	19	24	37	70	62	25	67	-	-	-	-	-	-	-	8
Mean Score	34422	34566	34731	33086	34887	35899	34422	-	42160	35107	31888	31355	35458	30604	32835	31061	28186	30933	-	-	-	-	-	-	-	34300
Total Elsewhere																										
Base for stats	80	7	15	19	26	18	-	80	-	-	-	-	-	-	-	-	-	-	17	17	7	11	14	9	4	
Mean Score	37219	12712	31628	34047	41666	41538	-	37219	-	-	-	-	-	-	-	-	-	-	34046	42647	30280	30462	33098	53708	10681	-
London/SE																										
Base for stats	212	0	81	37	40	39	212	-	125	87	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mean Score	39266	38722	41290	36398	38483	38830	39266	-	42160	35107	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SW/Wales																										
Base for stats	81	2	23	26	21	10	81	-	-	-	56	-	-	-	-	-	25	-	-	-	-	-	-	-	-	
Mean Score	30745	26706	27770	31826	31861	33351	30745	-	-	-	31888	-	-	-	-	-	28186	-	-	-	-	-	-	-	-	
E/W Mids/E Anglia																										
Base for stats	80	1	29	16	16	16	80	-	-	-	19	24	37	-	-	-	-	-	-	-	-	-	-	-	-	
Mean Score	32239	50000	26322	31054	30660	34810	32239	-	-	-	31355	35458	30604	-	-	-	-	-	-	-	-	-	-	-	-	
N West/N East:																										
Base for stats	132	8	29	30	36	27	132	-	-	-	-	-	-	70	62	-	-	-	-	-	-	-	-	-	-	
Mean Score	32002	29602	30689	31844	31718	31696	32002	-	-	-	-	-	-	32835	31061	-	-	-	-	-	-	-	-	-	-	
Scotland																										
Base for stats	67	2	19	15	16	13	67	-	-	-	-	-	-	-	-	-	67	-	-	-	-	-	-	-	-	
Mean Score	30933	40150	29436	30797	31343	31291	30933	-	-	-	-	-	-	-	-	-	30933	-	-	-	-	-	-	-	-	

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 4 (continuation)

Base: All Senior Surveyors

	SALARY (UK)						LEVEL OF RESPONSIBILITY							EMPLOYERS MAIN ACTIVITY							INTERNET ACCESS		
	Total	<£20k	£20k-£29999	£30k-£39999	£40k-£59999	£60k+	Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Prin- cipal	Other	Comm- ind	Surv Prac	Inv/ Devt	Fin Serv	Govt	Educ- ation	Non- profit	Other	Yes	No
Total	668	20	100	313	100	19	-	-	668	-	-	-	-	102	201	30	22	140	12	16	79	000	2
Total																							
Base for stats	660	20	100	313	100	19	-	-	660	-	-	-	-	160	100	30	21	144	12	16	79	068	2
Mean Score	34761	9100.8	26201	33786	46479	106920	-	-	31767	-	-	-	-	36890	33509	41347	41076	32046	31192	31727	34419	31828	12750
Total UK																							
Base for stats	580	12	177	294	86	11	-	-	580	-	-	-	-	130	187	21	17	131	9	16	66	578	2
Mean Score	34422	12176	26344	33775	44820	124682	-	-	34422	-	-	-	-	35969	34094	44163	44938	31395	31256	31727	33150	34497	12750
Total Elsewhere																							
Base for stats	80	6	22	19	23	8	-	-	80	-	-	-	-	29	12	6	4	13	3	-	13	80	-
Mean Score	37219	4487.6	26060	33954	47042	80325	-	-	37219	-	-	-	-	41022	24400	45083	24003	38000	31000	-	40857	37210	-
London/SE																							
Base for stats	212	4	20	120	55	7	-	-	212	-	-	-	-	63	76	13	7	30	3	6	25	211	1
Mean Score	39266	9216.3	26984	34328	44600	141786	-	-	39266	-	-	-	-	38255	41228	48012	63714	34176	33226	33576	36179	39340	23500
SW/Wales																							
Base for stats	81	3	35	37	6	-	-	-	81	-	-	-	-	15	26	3	2	22	1	4	8	81	-
Mean Score	30745	18500	26217	33295	47560	-	-	-	30745	-	-	-	-	32964	28360	37750	45175	30362	32000	27000	30838	30745	-
E/W Midlands/ Anglia																							
Base for stats	80	3	29	35	12	4	-	-	80	-	-	-	-	15	26	1	2	21	2	2	11	79	1
Mean Score	32239	7833.3	26106	32041	43583	120000	-	-	32239	-	-	-	-	30220	29070	40000	40750	30055	32814	31768	28500	32627	2000.0
N West/N East																							
Base for stats	132	1	55	65	9	2	-	-	132	-	-	-	-	30	41	5	3	37	2	4	13	132	-
Mean Score	32002	19500	25989	33777	46206	86500	-	-	32002	-	-	-	-	33754	30660	43800	31500	29776	30167	60000	33000	32002	-
Scotland																							
Base for stats	67	1	20	33	3	-	-	-	67	-	-	-	-	15	18	2	2	20	1	2	7	67	-
Mean Score	30933	10750	26621	32931	46000	65000	-	-	30933	-	-	-	-	31090	27296	41750	46300	31587	23665	29250	32109	30933	-

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 5

Base: All Associates/Managers

	Total	PRIME PROFESSIONAL ACTIVITY																									
		Academic	Antiques & Fine Art	Build Surv	Claims & Disp Resol	Comm Devt	Const Cont Man	Contam Land	Cont QS	Corp Prop Cons	Envir Cons	Envir Imp	Fac Mgt Cons	Fac Mgt In-hse	Fac Mgt Serv Prov	Fund Mgt	Geo-matics	Indust Agent	Invest Broker	Land & Tenant	Minerals	Office Agent	Prof QS	Proj Mgt	Prop Ass Mgt	Prop Fin	
Total	704	2		67	7	23	10	1	25	25	4	1	5	21	19	18	7	7	8	30	11	11	63	36	96	9	
Total																											
Base for stats	695	2		66	7	22	10	1	25	25	4	1	5	21	19	18	7	6	8	29	11	11	62	35	96	9	
Mean Score	41691	26840	-	30473	55043	47818	49875	25000	45043	44725	38433	12000	37120	40010	42279	56533	30029	32500	44125	30830	40422	32081	30718	48000	43538	54050	
Total UK																											
Base for stats	610	2		62	0	10	4	1	25	10	4	1	4	18	18	13	5	6	4	29	10	10	47	20	80	8	
Mean Score	40502	26810	-	38972	53250	49500	40375	25000	45013	43309	38133	12000	23275	38535	47291	56775	33040	32500	44750	39839	41564	31780	38307	45085	43261	52688	
Total Elsewhere																											
Base for stats	82	-	-	3	1	6	6	-	-	5	-	-	1	3	7	5	2	-	4	-	1	1	14	9	7	1	
Mean Score	49484	-	-	20500	70000	54000	56208	-	-	46050	-	-	92500	53100	60000	57620	43500	-	43500	-	29000	45000	45027	56422	47061	65000	
London/SE																											
Base for stats	250	-	-	21	2	11	-	-	3	11	3	-	2	10	8	12	4	4	2	16	1	3	20	12	41	6	
Mean Score	44399	-	-	41181	60000	43227	-	-	47333	47052	37011	-	25023	43113	46875	58875	33550	30750	50000	41878	47000	30253	43500	40025	48247	53750	
SW/Wales																											
Base for stats	73	-	-	0	1	1	-	1	3	1	-	1	-	1	2	-	-	-	-	3	-	1	0	5	0	1	
Mean Score	35995	-	-	31396	43000	40000	-	25000	39667	32000	-	12000	-	35000	32750	-	-	-	31000	-	42867	-	40000	33333	43523	35831	63000
E/W Midlands/Anglia																											
Base for stats	96	7	-	13	-	1	1	-	6	5	-	-	-	2	2	7	7	-	-	3	4	-	7	4	9	-	
Mean Score	38114	40000	-	36142	-	55000	38000	-	52583	36420	-	-	-	26250	33900	23000	31000	-	-	37245	55786	-	34171	49500	40063	-	
N West/N East:																											
Base for stats	137	4	-	15	2	2	-	-	10	2	-	-	2	4	5	-	-	4	4	3	5	4	9	3	20	1	
Mean Score	30932	32679	-	30005	42250	51250	-	-	42831	37300	-	-	21528	35250	38600	-	-	38000	40000	36000	20100	20134	30023	47000	30131	30000	
Scotland																											
Base for stats	44	-	-	4	-	1	3	-	3	-	-	-	-	1	-	-	-	-	-	2	-	2	4	2	8	-	
Mean Score	43595	-	-	30139	-	55000	41167	-	40420	-	-	-	-	30000	30000	-	-	-	39000	37750	-	32250	32500	31650	39337	-	

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 5 (continuation)

Base: All Associates/Managers

Total	PRIME PROFESSIONAL ACTIVITY														GENDER		AGE							
	Rating	Regen	Re-search	Resid Agent	Resid Devt	Retail Agent	Rural Prac	Town & Count Plan	Trans Plan	Valuation	Waste Mgt	Build Cont	Gen Prac	Other	Male	Female	18-22	23-26	27-30	31-35	36-45	46-55	56+	
Total	704	10	15	2	3	13	10	20	17	2	08	-	2	14	12	018	80	1	10	63	104	251	148	37
Total																								
Base for stats	695	10	15	2	3	12	10	20	17	2	07	-	2	14	11	000	80	1	10	61	102	248	147	36
Mean Score	41691	38550	39669	42750	29333	42436	40450	33184	37836	37500	42498	36040	30297	37107	41385	42119	38588	10000	66130	39601	39333	42876	42810	41943
Total UK																								
Base for stats	610	10	15	2	3	12	9	28	17	2	59	-	2	14	9	631	79	1	7	53	170	210	137	32
Mean Score	40602	38550	39669	42750	29333	42436	41056	32517	37836	37500	42021	36040	30297	37107	41604	40987	38017	10000	67000	40163	36115	41294	41560	39373
Total Elsewhere																								
Base for stats	82	-	-	-	-	-	1	1	-	-	8	-	-	2	75	7	-	3	8	21	38	8	4	
Mean Score	49484	-	-	-	-	-	35000	52000	-	-	40018	-	-	50000	40785	40264	-	30767	35880	47070	51622	57413	62500	
London/SE																								
Base for stats	250	2	7	2	2	6	2	7	7	-	17	-	-	4	2	213	37	1	4	25	72	88	40	11
Mean Score	44399	36250	43367	42750	28900	48333	50250	33786	38129	-	42494	-	-	35375	50750	46116	40273	10000	80875	37714	41853	46421	47759	46966
SW/Wales																								
Base for stats	73	2	1	-	1	3	1	5	1	-	8	-	-	3	2	61	12	-	-	5	26	28	10	5
Mean Score	35996	32750	30000	-	31000	40076	35000	30050	38200	-	36299	-	-	36667	41000	36136	35284	-	-	30246	34463	38528	37810	31510
E/W Mids/E Anglia																								
Base for stats	96	2	1	-	-	-	1	8	6	-	12	-	2	2	1	90	6	-	2	4	26	32	22	10
Mean Score	38114	32250	30400	-	-	-	45000	32104	35170	-	34706	36040	30297	37250	33000	38240	30133	-	01500	32760	34083	30187	39831	30505
N West/N East																								
Base for stats	137	2	4	-	2	4	5	3	2	-	18	-	-	5	2	121	16	-	1	15	32	47	42	5
Mean Score	36932	42000	36000	-	22500	36000	31600	41667	37500	-	33861	-	-	38700	47616	37069	35975	-	22500	33033	36019	38662	37658	37668
Scotland																								
Base for stats	44	2	2	-	-	-	1	2	-	-	3	-	-	-	1	37	7	-	-	4	12	16	11	-
Mean Score	43595	48500	39064	-	-	-	42000	45000	36623	-	128500	-	-	-	25000	44561	36490	-	-	102000	36021	35671	43109	33000

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 5 (continuation)

Base: All Associates/Managers

	Total	EXPERIENCE (YEARS)					REGION																			
		<2	3-6	7-10	11-20	20+	Total UK	Total non UK	Great-er London	South East	South West	Anglia	East Mid	West Mid	North West	North East	Wales	Scot-land	Ire-land	Amer-icas	Middle East	Ocean-ia/ Aus	Cont. Europe	Asia	Africa	Other
Total	704	13	129	171	222	173	678	83	134	121	55	25	37	31	78	60	18	46	11	11	6	6	25	17	5	10
Total																										
Base for stats	695	13	122	170	219	171	670	82	133	117	55	25	37	31	78	59	18	44	11	11	5	6	25	17	5	10
Mean Score	41691	46430	38807	43488	41408	41965	40607	49484	47645	40709	36293	34279	40978	37817	37174	36613	35089	43595	42089	51273	52600	45788	47988	57441	41100	40305
Total UK																										
Base for stats	610	11	103	146	195	155	610	-	133	117	55	25	37	34	78	59	18	44	-	-	-	-	-	-	-	10
Mean Score	40602	40781	38212	41315	40252	41300	40602	-	47645	40709	30203	34279	40078	37817	37174	36013	35080	43595	-	-	-	-	-	-	-	40305
Total Elsewhere																										
Base for stats	82	2	10	23	24	14	-	82	-	-	-	-	-	-	-	-	-	-	11	5	0	25	17	5	-	
Mean Score	49484	28000	42036	56349	50797	49129	-	49484	-	-	-	-	-	-	-	-	-	-	42089	51273	52600	45788	47988	57441	41100	
London/SE																										
Base for stats	250	5	46	69	78	62	250	-	133	117	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Mean Score	44399	67119	43170	42057	44571	46226	44399	-	47645	40709	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
SW/Wales																										
Base for stats	73	1	16	15	33	8	73	-	-	-	55	-	-	-	-	-	18	-	-	-	-	-	-	-	-	
Mean Score	35996	40600	35165	30015	37161	32250	35996	-	-	-	30203	-	-	-	-	-	35080	-	-	-	-	-	-	-	-	
EW Mids/E Anglia																										
Base for stats	96	2	11	20	32	31	96	-	-	-	-	25	37	34	-	-	-	-	-	-	-	-	-	-	-	
Mean Score	38114	37000	34682	39390	38111	38278	38114	-	-	-	-	34279	40978	37817	-	-	-	-	-	-	-	-	-	-	-	
N West/N East																										
Base for stats	137	2	22	29	40	44	137	-	-	-	-	-	-	78	59	-	-	-	-	-	-	-	-	-	-	
Mean Score	36932	33750	33093	35991	37374	38216	36932	-	-	-	-	-	-	37174	36613	-	-	-	-	-	-	-	-	-	-	
Scotland																										
Base for stats	44	1	7	11	10	16	44	-	-	-	-	-	-	-	-	-	44	-	-	-	-	-	-	-	-	
Mean Score	43595	30000	34128	60030	35409	41000	43595	-	-	-	-	-	-	-	-	-	43505	-	-	-	-	-	-	-	-	

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 5 (continuation)

Base: All Associates/Managers

	Total	SALARY (UK)					LEVEL OF RESPONSIBILITY							EMPLOYERS MAIN ACTIVITY							INTERNET ACCESS		
		<£20k	£20k-£29999	£30k-£39999	£40k-£59999	£60k+	Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Prin- cipal	Other	Comm /Ind	Surv Prac	Inv/ Devt	Fin Serv	Govt	Educ- ation	Non- profit	Other	Yes	No
Total	704	9	51	288	289	66	-	-	-	704	-	-	-	132	216	18	37	95	7	20	119	707	3
Base for stats	695	9	51	288	289	66	-	-	-	695	-	-	-	130	213	17	37	93	7	20	118	692	3
Mean Score	41691	4249.7	7615.3	34702	46051	76760	-	-	-	41691	-	-	-	42274	39415	48674	51516	37869	42752	37351	43558	41700	39661
Total UK																							
Base for stats	610	6	50	272	250	32	-	-	-	610	-	-	-	110	214	37	32	90	6	20	101	608	7
Mean Score	40602	1873.8	26226	34671	45004	80000	-	-	-	40602	-	-	-	40718	38495	48222	48781	37775	30044	37351	42003	40502	43010
Total Elsewhere																							
Base for stats	82	3	4	15	38	22	-	-	-	82	-	-	-	19	27	10	5	3	1	-	17	82	-
Mean Score	49484	9000.0	25290	35458	48202	71186	-	-	-	49484	-	-	-	50087	16177	50390	69020	40687	83000	-	46919	49484	-
London/SE																							
Base for stats	250	3	12	61	148	23	-	-	-	250	-	-	-	39	81	21	20	25	-	10	61	219	7
Mean Score	44399	3713.3	76247	35545	46112	72793	-	-	-	44399	-	-	-	44103	40626	52929	49550	41740	-	40570	47361	44356	55000
SW/Wales																							
Base for stats	73	1	17	37	72	1	-	-	-	73	-	-	-	10	27	4	7	18	1	5	6	73	-
Mean Score	35996	12.00	25506	34604	44630	63000	-	-	-	35996	-	-	-	37300	34189	42050	63600	33463	38000	32440	42342	35000	-
E/W Mids/E Anglia																							
Base for stats	96	-	12	64	28	2	-	-	-	96	-	-	-	16	35	2	5	20	1	3	14	96	-
Mean Score	38114	-	27361	31201	41932	112728	-	-	-	38114	-	-	-	15380	33789	12500	18200	38251	40000	35633	36610	38114	-
N West/N East																							
Base for stats	137	2	10	65	30	4	-	-	-	137	-	-	-	33	50	7	4	17	4	2	20	136	-
Mean Score	36932	45.50	29950	34646	44646	62000	-	-	-	36932	-	-	-	36458	36077	42500	41250	34765	34566	36250	39437	36967	32232
Scotland																							
Base for stats	44	-	3	26	14	1	-	-	-	44	-	-	-	9	15	3	1	10	-	-	6	41	-
Mean Score	43595	-	24799	33204	47007	320000	-	-	-	43595	-	-	-	36029	52527	40667	67000	30800	-	-	38171	43595	-

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 6

Base: All Partners/Executives

	Total	PRIME PROFESSIONAL ACTIVITY																									
		Acad- emic	Anti- quit & Find Art	Build Surv	Claims & Disap Revol	Comm Dev't	Const Cont Man	Contem- Land	Cont QS	Corp Prop Cons	Envir Cons	Envir Imp	Fac Mgt Cons	Fac Mgt In- Proc	Fac Mgt Serv Prov	Fund Mgt	Geo- matics	Indust Agem't	Invest Broker	Land & Tenam	Min- erals	Office Agent	Prof QS	Prop Mgt	Prop Asa Mgt	Prop Fin	
Total	140	2		17	2	12	4		7	18	1	1	2	8	6	9	2	4	11	10	2	6	27	14	4	6	
Total																											
Base for stats	140	2		17	2	12	4		7	18	1	1	2	8	6	9	2	4	11	10	2	6	27	14	4	6	
Mean Score	66086	51500		53292	160500	78167	71900		59362	66578	50000	66300	75897	66000	49200	67907	47500	56000	62408	50000	50500	53000	53077	78119	87326	90000	
Total UK																											
Base for stats	260	2		10	2	11	1		5	10	1	1	2	6	8	8	1	3	7	6	2	7	18	10	15	5	
Mean Score	59350	51500		54616	160500	71727	50000		46807	66406	50000	70000	75000	70500	49200	61625	60000	50500	61071	61563	57500	60500	50000	77750	65685	100000	
Total Elsewhere																											
Base for stats	40			1		1	3			2	5			1			1		4	2		1	4	6	1		
Mean Score	64566			32000		125000	43200			60000	69328			77000			100000	33000		64750	41250		33008	56318	72250	85300	50000
London/SE																											
Base for stats	135			10	1	7			1	8		1	1	4	5	7	1		4	7		2	8	7	10	4	
Mean Score	65080			60218	120000	78571			50000	73057		70000	80000	80000	49717	84000	50000	60000	68250	52500		51000	45063	88611	57106	90500	
SW/Wales																											
Base for stats	21			1		1				2														1	2		
Mean Score	46621	35000		100000		70000				47500													40000	10000	10000		
EW/Mid/E Anglie																											
Base for stats	36			2	1				1					2						1	1	1	2	5			
Mean Score	66415	66000		40000	50000				6035					55500					48500			70000	45000	47625	56500	50400	
N/West/N East																											
Base for stats	45			2		2			1	2				2					2	1	1	1			8	1	
Mean Score	55668			42333		36000			50000	73230				66300					31500	55000	45000	75000	60000		57671	103000	
Scotland																											
Base for stats	16					1			2		1											2					
Mean Score	58671					50000			36250	71000	50000			70000								71000					

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 6 (continuation)

Base: All Partners/Executives

	Total	PRIME PROFESSIONAL ACTIVITY														GENDER		AGE						
		Rating	Regen	Re-search	Resid Agent	Resid Devt	Retail Agent	Rural Prac	Town & Count Plan	Trans Plan	Valuation	Waste Mgt	Build Cont	Gen Prac	Other	Male	Female	18-22	23-26	27-30	31-35	36-45	46-55	56+
Total	313	6	6	2	4	5	3	17	11	1	29	-	-	8	6	286	24	-	-	8	50	128	98	29
Total																								
Base for stats	310	6	6	2	4	5	3	17	11	1	28	-	-	8	6	286	23	-	-	8	50	128	98	29
Mean Score	60086	54630	60833	57500	50000	65600	63333	49635	70273	101000	45636	-	-	50569	51563	60513	56002	-	-	49513	47345	61308	66566	56420
Total UK																								
Base for stats	260	6	6	2	4	4	3	17	11	1	25	-	-	8	5	240	20	-	-	5	47	111	83	19
Mean Score	59350	64030	60933	57500	50000	62250	63333	40035	70273	101000	44312	-	-	50569	56500	59492	57052	-	-	57000	47220	60734	64062	54184
Total Elsewhere																								
Base for stats	49	-	-	-	-	-	-	-	-	-	3	-	-	-	-	46	3	-	-	3	8	17	15	0
Mean Score	64566	-	-	-	-	79000	-	-	-	-	66667	-	-	-	-	65813	45000	-	-	37033	48000	65059	76444	71833
London/SE																								
Base for stats	139	3	3	2	-	3	2	9	5	1	13	-	-	2	2	126	13	-	-	6	18	66	38	12
Mean Score	65080	50000	67167	57500	-	65333	65000	59500	88500	101000	44696	-	-	52500	40000	65512	60885	-	-	57000	52975	65633	74019	55250
SW/Wales																								
Base for stats	21	-	1	-	1	-	-	6	-	-	1	-	-	-	-	20	1	-	-	-	7	7	9	3
Mean Score	46821	-	40000	-	40000	53000	-	51833	-	-	57250	-	-	41000	-	47163	40000	-	-	-	26500	48600	40104	42007
EW Mids/E Anglia																								
Base for stats	36	-	-	-	1	-	-	4	2	-	7	-	-	-	-	33	3	-	-	-	9	12	13	2
Mean Score	48415	-	-	-	66000	-	-	41889	57500	-	39929	-	-	47500	-	49161	40178	-	-	-	39743	45471	57007	49250
N West/N East																								
Base for stats	45	1	1	-	2	-	1	-	4	-	3	-	-	3	2	43	2	-	-	-	10	10	18	1
Mean Score	55668	45000	57500	-	52500	-	60000	-	53750	-	46667	-	-	48667	48750	54885	72500	-	-	-	44800	59750	56947	40000
Scotland																								
Base for stats	16	1	1	-	-	-	-	2	-	-	1	-	-	1	1	15	1	-	-	-	3	9	3	1
Mean Score	58671	60260	60000	-	-	-	-	33850	-	-	50000	-	-	68250	100000	58849	50000	-	-	-	50333	56114	63000	100000

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 6 (continuation)

Base: All Partners/Executives

	Total	EXPERIENCE (YEARS)					REGION																			
		<2	3-6	7-10	11-20	20+	Total UK	Total non UK	Greater London	South East	South West	Anglia	East Mid	West Mid	North West	North East	Wales	Scotland	Ireland	Americas	Middle East	Oceania/Aus	Cont Europe	Asia	Africa	Other
Total	313	4	28	42	122	117	260	50	61	58	18	11	12	13	29	16	3	16	5	5	4	3	24	5	4	3
Total																										
Base for stats	310	3	28	42	121	116	260	49	61	58	18	11	12	13	29	16	3	16	5	5	4	3	24	5	3	3
Mean Score	60086	50750	53042	50058	52777	64403	59350	64500	71108	50535	40003	45667	40400	49769	55445	56071	40333	58671	67200	57000	60875	58000	60136	90000	68333	71007
Total UK																										
Base for stats	260	3	20	30	107	100	260	-	61	58	18	11	12	13	20	10	3	10	-	-	-	-	-	-	-	3
Mean Score	59350	59750	59102	56199	57466	62426	59350	-	71198	56536	46903	45667	49466	49769	55445	56071	46333	58671	-	-	-	-	-	-	-	71667
Total Elsewhere																										
Base for stats	49	-	8	6	19	16	-	49	-	-	-	-	-	-	-	-	-	-	5	6	4	3	24	5	3	-
Mean Score	64566	-	37889	59417	67458	76759	-	64566	-	-	-	-	-	-	-	-	-	-	67200	57000	65875	58000	60136	90600	68333	-
London/SE																										
Base for stats	139	1	14	20	52	52	139	-	61	58	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mean Score	65080	55000	64111	62825	62974	68507	65080	-	71108	50535	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
SW/Wales																										
Base for stats	21	-	1	4	7	0	21	-	-	-	18	-	-	-	-	-	3	-	-	-	-	-	-	-	-	-
Mean Score	46821	-	41000	40000	48536	49167	46821	-	-	-	46903	-	-	-	-	-	46333	-	-	-	-	-	-	-	-	-
E/W Midlands																										
Anglia																										
Base for stats	36	-	1	4	12	13	36	-	-	-	-	11	12	13	-	-	-	-	-	-	-	-	-	-	-	-
Mean Score	48415	-	48500	46163	44788	54815	48415	-	-	-	-	45667	49466	49769	-	-	-	-	-	-	-	-	-	-	-	-
N West/N East																										
Base for stats	45	-	2	6	17	20	45	-	-	-	-	-	-	29	16	-	-	-	-	-	-	-	-	-	-	-
Mean Score	55668	-	42500	51107	55979	58070	55668	-	-	-	-	-	-	55445	50071	-	-	-	-	-	-	-	-	-	-	-
Scotland																										
Base for stats	16	2	2	2	5	5	16	-	-	-	-	-	-	-	-	-	-	16	-	-	-	-	-	-	-	-
Mean Score	58671	62125	55000	57500	53256	64040	58671	-	-	-	-	-	-	-	-	-	-	58671	-	-	-	-	-	-	-	-

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 6 (continuation)

Base: All Partners/Executives

	Total	SALARY (UK)					LEVEL OF RESPONSIBILITY							EMPLOYERS MAIN ACTIVITY							INTERNET ACCESS			
		<£20k	£20k-£29999	£30k-£39999	£40k-£59999	£60k+	Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Prin- cipal	Other	Comm /Ind	Surv Prac	Inv/ Devt	Fin Serv	Govt	Educ- ation	Non- profit	Other	Yes	No	
Total	313	4	4	37	133	132	-	-	-	-	313	-	-	7	103	3	13	24	11	7	52	308	-	
Total																								
Base for stats	310	4	4	37	133	132	-	-	-	-	310	-	-	7	102	29	13	24	11	7	52	307	-	
Mean Score	60086	2432.0	27250	34015	49152	81154	-	-	-	-	60086	-	-	62440	55778	65676	89538	49465	50880	59993	61969	60030	62500	
Total UK																								
Base for stats	260	2	1	29	118	107	-	-	-	-	260	-	-	5	88	27	12	21	9	6	48	258	-	
Mean Score	59350	56.50	27250	33726	49462	79508	-	-	-	-	59350	-	-	57995	55115	69167	87000	48960	51409	56692	63993	59169	62500	
Total Elsewhere																								
Base for stats	49	2		7	15	25	-	-	-	-	49	-	-	17	14	8	1	3	1	1	4	49	-	
Mean Score	64506	4807.5		35500	40700	88200	-	-	-	-	64506	-	-	76559	59939	56513	120000	53000	05000	77000	37504	64566	-	
London/SE																								
Base for stats	139	2	3	10	62	72	-	-	-	-	139	-	-	28	53	16	0	3	3	2	25	139	-	
Mean Score	65080	56.50	28000	32568	50912	83167	-	-	-	-	65080	-	-	62971	58616	77750	88278	42000	45560	62000	73816	65080	-	
SW/Wales																								
Base for stats	21			3	15	3	-	-	-	-	21	-	-	2	5	1		5	3	1	4	20	-	
Mean Score	46821			32667	46183	64167	-	-	-	-	46821	-	-	38500	50050	62500		48600	40667	53000	43875	46038	62500	
EW/ Mids/E Anglia																								
Base for stats	36		1	9	19	7	-	-	-	-	36	-	-	8	12		1	7	2	1	5	36	-	
Mean Score	48415		25000	35071	48006	60571	-	-	-	-	48415	-	-	47567	47500		40500	47750	02000	50050	40200	48415	-	
N West:N East																								
Base for stats	45			4	26	15	-	-	-	-	45	-	-	12	13	3	1	2	1	2	10	44	-	
Mean Score	55668			32410	49227	73033	-	-	-	-	55668	-	-	56242	53038	59000	103000	39320	80000	53250	54650	54592	-	
Scotland																								
Base for stats	10			3	5	8	-	-	-	-	10	-	-	3	4		1	4			3	10	-	
Mean Score	58671			34567	48100	74316	-	-	-	-	58671	-	-	64167	39925	65000	100000	61570			58417	58671	-	

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 7 (continuation)

Base: All Principals

	Total	PRIME PROFESSIONAL ACTIVITY														GENDER		AGE						
		Rating	Regen	Re-search	Resid Agent	Resid Devt	Retail Agent	Rural Prac	Town & Coun Plan	Trans Plan	Valuation	Waste Mgt	Buld Cont	Gen Prac	Other	Male	Female	18-22	23-26	27-30	31-35	36-45	46-55	56+
Total	76	1	1	1	2	1	2	3	7	-	7	-	-	3	4	74	2	-	-	-	9	15	34	18
Base for stats	72	1	1	1	1	1	2	3	7	-	7	-	-	3	4	70	2	-	-	-	8	14	34	16
Mean Score	58117	140000	30000	35000	20000	130000	60000	48333	58286	-	61143	-	-	91667	49000	58492	45000	-	-	-	56168	61750	57887	56404
Total UK	61	1	1	1	4	-	2	3	7	-	6	-	-	2	4	61	-	-	-	7	14	29	14	
Mean Score	54630	140000	30000	35000	20000	-	60000	48333	58280	-	50007	-	-	02500	49000	54030	-	-	-	50000	56045	52030	56248	
Total Elsewhere	11	-	-	-	-	1	-	-	-	-	1	-	-	1	-	0	2	-	-	-	1	3	6	2
Mean Score	77455	-	-	-	-	130000	-	-	-	-	70000	-	-	150000	-	84667	45000	-	-	-	30000	82667	91800	61500
London/SE	28	1	-	1	-	-	-	3	2	-	3	-	-	2	-	28	-	-	-	3	6	15	4	
Mean Score	57938	140000	-	35000	-	-	-	48333	70000	-	57667	-	-	62500	-	57938	-	-	-	62780	69417	57485	37250	
SW/Wales	6	-	-	-	4	-	-	-	-	-	-	-	-	-	-	6	-	-	-	-	4	4	-	
Mean Score	31953	-	-	-	20000	-	-	-	-	-	-	-	-	-	-	31953	-	-	-	-	35000	24180	60000	
E/W Mids/E Anglia	10	-	-	-	-	-	-	-	1	-	2	-	-	-	2	10	-	-	-	1	2	3	4	
Mean Score	51547	-	-	-	-	-	50000	-	90000	-	42500	-	-	-	51500	51547	-	-	-	50000	39000	72667	44368	
N West/N East	12	-	1	-	-	-	-	-	2	-	-	-	-	-	-	12	-	-	-	3	2	4	3	
Mean Score	55250	-	30000	-	-	-	-	-	41500	-	-	-	-	-	18000	55250	-	-	-	58333	47500	40500	77000	
Scotland	3	-	-	-	-	-	-	-	2	-	-	-	-	-	1	3	-	-	-	-	-	3	-	
Mean Score	56667	-	-	-	-	-	-	-	47500	-	-	-	-	-	75000	50007	-	-	-	-	-	50007	-	

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 7 (continuation)

Base: All Principals

	Total	EXPERIENCE (YEARS)					REGIÓN																				
		<2	3-6	7-10	11-20	20+	Total UK	Total non UK	Greater London	South East	South West	Anglia	East Mid	West Mid	North West	North East	Wales	Scotland	Ireland	Americas	Middle East	Oceania/Aus	Cont Europe	Asia	Africa	Other	
Total	76	1	6	6	15	47	65	11	6	23	4	3	5	4	8	4	3	3	.	3	.	2	2	.	.	2	
Total																											
Base for stats	72	.	6	3	15	43	61	11	6	22	4	3	3	4	8	4	2	3	.	3	.	2	2	.	.	2	
Mean Score	58417		39473	47500	70219	55347	54630	77455	65750	55807	32250	46667	39157	61700	62500	40750	31360	56667		93000	60000	34000	97500			25000	
Total UK																											
Base for stats	61	.	5	5	12	39	61	.	6	22	4	3	3	4	8	4	2	3	.	.	.	.	.	.	.	2
Mean Score	54630		47900	47900	74572	57110	54630		65750	55807	32250	46667	39157	61700	62500	40750	31360	56667									25000
Total Elsewhere																											
Base for stats	11	.	1	.	4	6	.	11	.	.	.	.	.	.	.	.	.	.	.	7	.	3	2	.	.	.
Mean Score	77455		30000		81250	62600		77455												60000		34000	97500				
London/SW																											
Base for stats	26	.	2	2	8	16	26	.	6	22	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.	.
Mean Score	57938		42900	29250	73663	34589	57938		65750	55807																	
SW/Wales																											
Base for stats	6	.	1	1	.	4	6	.	.	.	4	.	.	.	.	.	2	.	.	.	.	.	.	.	.	.
Mean Score	31953		20000	29000		25680	31953				32250						31360										
EA/Mid/E Anglia																											
Base for stats	10	.	.	1	1	2	10	.	.	.	.	3	3	4	.	.	.	.	.	.	.	.	.	.	.	.
Mean Score	51547			50000	50000	53079	51547					46667	39157	61700													
N West/N East																											
Base for stats	17	.	2	1	2	7	17	.	.	.	.	.	.	8	4	.	.	.	.	.	.	.	.	.	.	.
Mean Score	55250		50500	36000	46000	40790	55250							62500	40750												
Scotland																											
Base for stats	3	.	.	.	1	2	3	.	.	.	.	.	.	.	.	.	.	3	.	.	.	.	.	.	.	.
Mean Score	56667				73000	47500	56667											56667									

Q.8 What is your current salary? (Exclude all benefits such as bonuses, car etc)

Table 7 (continuation)

Base: All Principals

	Total	SALARY (UK)					LEVEL OF RESPONSIBILITY							EMPLOYERS MAIN ACTIVITY							INTERNET ACCESS		
		<£20k	£20k-£29999	£30k-£39999	£40k-£59999	£60k+	Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Prin- cipal	Other	Comm /ind	Surv Prac	Invt/ Devt	Fin Serv	Govt	Educ- ation	Non- profit	Other	Yes	No
Total	76	2	11	15	14	30						76		21	33	5		4			13	76	
Base for stats	72	2	11	15	14	30					72		20	30	5		4			13	72		
Mean Score	58117	18000	25005	33308	49252	89261					58117		71650	44400	89900		45368			60032	58117		
Total UK	61	2	11	13	13	22					61		14	27	4		4			12	61		
Base for stats	61	2	11	13	13	22					61		14	27	4		4			12	61		
Mean Score	54630	18000	25065	33305	49526	82265					54630		68214	42676	79875		45368			60352	54630		
Total Elsewhere	11			2	1	8					11		6	3	1					1	11		
Base for stats	11			2	1	8					11		6	3	1					1	11		
Mean Score	77455			34000	45000	92375					77455		79667	60000	130000					64000	77455		
London/SE	28	1	6	6	3	12					28		5	14	7					7	28		
Base for stats	28	1	6	6	3	12					28		5	14	7					7	28		
Mean Score	57938	18000	25067	32250	50641	92070					57938		74000	43010	74750					71600	57938		
SW/Wales	6		4	1		1					6			5							1	6	
Base for stats	6		4	1		1					6			5							1	6	
Mean Score	31953		24180	39000		60000					31953			32800							27720	31953	
E/W Midlands/ Anglia	10			3	1	3					10		1	6			1				3	10	
Base for stats	10			3	1	3					10		1	6			1				3	10	
Mean Score	51547			35823	47500	72667					51547		50000	57600			37470				46667	51547	
N West/N East	12	1	1	3	1	3					12		5	2	1		3				1	12	
Base for stats	12	1	1	3	1	3					12		5	2	1		3				1	12	
Mean Score	55250	18000	25000	32333	52250	70467					55250		63000	24000	70000		48000				56000	55250	
Scotland	3				2	1					3		2	1								3	
Base for stats	3				2	1					3		2	1								3	
Mean Score	56667				47500	75000					56667		60000	60000								56667	

Macdonald & Company is an independent recruitment consultancy established in 1994 that deals exclusively in the recruitment of property and construction professionals. We act for a wide variety of clients, such as banks, consultancies, property companies, funds, institutions, developers and indeed any organisation who occupy property. We are now the largest recruiters of professional property staff in the United Kingdom, we currently employ in excess of fifty people.

We have offices in London and Manchester together with representative offices in Edinburgh, Bristol and Birmingham and Paris. Our Manchester office with a team of 15 consultants serves the North and Scotland.

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

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

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

OUR SERVICES

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

Executive Selection: Our advertised executive selection service is generally used for sourcing senior personnel or specialists who are more difficult to find. Using our industry experience and rigorous methods, we will accurately target candidates and promote your opportunity to maximum effect, from initial advertisement to successful offer. Of course, the outcome of any assignment is heavily influenced by the quality of brief, so we spend considerable time understanding your business requirements and culture in order to tailor our campaigns to your requirements. Assignments are then managed efficiently, objectively and sensitively throughout the process. Advertising can be undertaken in your name or ours - and you can be confident our consultants will act discreetly on your behalf. Our clients also benefit from the highly discounted media rates we have negotiated with the industry press. All of the above has helped us build an excellent record for recruiting ideal candidates, for an impressive list of long-term clients.

Acquisition or merger: Recruitment is not the only way to diversify or expand your operations. Sometimes an acquisition or merger can provide the most efficient solution. We have managed A&M projects for various organisations, including rapidly growing SMEs, multinationals and overseas companies seeking a foothold in the UK. With our industry contacts, we are well placed to identify potential opportunities and we understand the need for sensitivity, confidentiality and objectivity. We can also introduce you to independent advisers in areas such as business planning, information technology, appraisal, capital structuring and taxation, providing a total A&M solution.

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