

The RICS and Macdonald & Company

UK SALARY SURVEY 2008

Transparent statistics for property professionals



MACDONALD & COMPANY

The Property Recruitment Professionals

The 2008 RICS and Macdonald & Company Salary & Benefits Survey

Research Findings

Foreword

This document contains findings of The 2008 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 ninth year, The Annual RICS and Macdonald & Company Salary & Benefits Survey is the most comprehensive survey undertaken for the sector. Building upon the continued success of the earlier Surveys, 6,920 UK and non-UK surveying professionals participated online in December 2007 and January 2008, making this our highest ever response and the largest and most comprehensive survey of its type. Thanks this year must go to Property Week and RICS who actively promoted involvement in the survey amongst their readership / members.

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

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

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1 Summary of findings

Current Salaries

The average salary of the respondents to this survey is **£40,787** excluding bonuses and other benefits. It is important to note that the profile of this year's survey is different to that of previous years and it is unwise to compare average salary this year with the results from previous years.

This decrease has been driven by a change in the profile of respondents this year. Just over half of those completing the survey this year were Assistants / Probationers and Professional Staff (52% versus 28% in 2007), and a lower proportion of Associate Directors / Managers, Partners / Executives and Principals / Owners (only 27% versus 50% in 2007). Reflecting this difference in profile, the number of years of experience gained by participants is also much lower, with only 15% having over 20 years (down from 23%), and 27% having 0-2 years experience (up from 15%). In addition, the average age of participants has fallen for the second year in a row, to 35 in 2008, compared to 38 in 2007 and 40 in 2006. The Survey also includes a slightly higher proportion of women this year, 21% (up from 18%).

However, there is a slightly higher proportion employed outside the UK this year, where average salaries tend to be higher - 13% (vs. 9% in 2007).

Although there has been a slight decrease in the proportion of respondents reporting a salary increase this year, 75%, down from 77% last year, this has in fact been balanced out by a higher average reported increase, of 7.5% against 6.6% in 2007. As last year, only 1% reported a decrease in salary. This again confirms that the fall in average salaries has been driven by the change in the profile of respondents, rather than a real fall in salaries.

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

Respondents with greater responsibilities earn the highest salaries, and this year sees a return to the findings of previous Surveys, with Partners / Executives earning more than Principals / Owners. The increase in Partners / Executives' average salaries since 2007 is 12% (from £71,716 to £80,206) whereas Principals / Owners' average salaries are down by 15% (from £86,857 to £73,544). This may be partially explained by a drop in the proportion of Principals / Owners (22% to 9%) and an increase in the proportion of Partners / Executives (17% to 20%) working in the high-earning Investment / Development sector.

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

	All £K pa	Assistant/ Probate'r £K pa	Profess Staff £K pa	Senior Surveyor £K pa	Ass. Dir/ Manager £K pa	Partner/ Executive £K pa	Principal/ Owner £K pa
Base:	40.8	22.1	31.5	43.6	52.1	80.2	73.5
London/South East	45.7	25.6	35.3	48.2	56.8	87.5	102.2
Midlands/E Anglia	36.7	19.2	29.4	39.9	49.9	68.3	59.9
N West/N East	36.4	20.3	29.7	39.2	49.8	70.8	64.9
South West/Wales	35.1	20.2	29.5	39.2	46.2	64.6	36.0
Scotland	34.7	20.0	28.8	39.3	44.9	61.4	56.0
Average UK	40.0	21.9	31.8	43.8	52.0	75.8	76.0
Average Non UK	46.6	24.7	28.2	42.7	52.7	98.6	64.0

Base: All participants giving an answer (6704)

As in last year's Survey, those working in Surveying Practice / Consultancy (52%), Commerce and Industry (14%), Central / Local Government (12%), and Investment / Development (11%) account for the bulk of those who participated in the survey. The proportion working in Surveying Practice / Consultancy has increased again this year, building upon the large increase reported last year (49% 2007, 39% 2006).

Average quoted salaries have fallen this year for all sectors except Financial Services and Commerce and Industry. Indeed, those who are employed in Financial Services now enjoy the highest salaries this year. This is caused by an 8% increase in average salaries amongst this group, combined with a 14% reported decrease in average salaries amongst those employed in Investment / Development.

Although those employed in Central / Local Government earn the least on average, average salaries for those employed in Surveying Practice / Consultancy have fallen by 24% (compared with an increase of 14% last year). This has resulted in average salaries for this group being only marginally higher than in Central / Local Government.

As noted earlier, these changes are generally driven by a change in the profile of participants, rather than real changes in salaries. For example, amongst those working in Surveying Practice / Consultancy, the proportion with only 0-2 years experience has risen by 24 percentage points since last year, and the proportion of those who are Assistants/Probationers by 16 percentage points. Financial Services in comparison demonstrates much lower increases at these two levels (5% and 4% respectively).

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

	£K pa	% change on 2007
Financial Services	62.2	8%
Investment / Development	52.8	-14%
Commerce and industry	45.4	7%
Architecture/Design Consultancy	45.1	N/A
Education	44.3	-1%
Non-Profit Making	39.3	-5%
Surveying Practice/Consultancy	36.5	-24%
Central / Local Government	36.4	-5%
Average All	40.8	-11%

Base: All participants giving an answer (6704)

Those employed in Fund Management, Investment Brokerage, Corporate Property Consultancy, Property Finance and Minerals enjoy the highest average earnings. In terms of total package (salary plus bonus), only those in Fund Management now exceed £100,000 on average. Least well paid are those employed in Rural Practice, Geomatics, Building Surveying and Academia.

Average Annual Salary and Bonus by Prime Professional Activity

	Average Salary £K pa	Average Bonus £K pa	Total £K pa	Av. % Salary Increase	Number of participants
All participants	40.8	5.9	46.6	7.5	6704
Fund Management	67.2	33.5	100.6	14.0	94
Investment Brokerage	51.4	27.0	78.4	11.4	113
Corporate Property Consultancy	59.5	15.7	75.2	8.6	93
Property Finance	57.1	17.4	74.5	7.5	88
Minerals	69.4	5.1	74.5	7.4	20
Commercial Development	54.0	18.5	72.5	7.9	183
Claims & Dispute Resolution	61.7	4.7	66.4	7.9	45
Residential Development	51.4	12.2	63.7	8.5	130
Construction Contract Manager	56.6	5.7	62.3	7.0	58
Residential Agent	46.5	10.4	56.9	5.5	70
Facilities Management Consultant	53.1	2.8	55.9	6.1	25
Property / Asset Management	47.3	7.7	55.0	6.6	427
Rating	46.1	8.1	54.2	5.1	57
Research	42.4	11.4	53.8	7.6	32
Project Management	47.3	5.5	52.7	6.6	357
SHE / Health & Safety	49.5	2.7	52.1	3.6	36
Regeneration	47.5	4.3	51.8	4.1	56
Planner	45.9	5.0	50.9	5.4	130
Facilities Mgmt (Service Provider)	46.7	3.8	50.5	4.2	68
Facilities Mgmt (In House)	45.7	2.3	48.0	3.4	116
Valuation	38.0	8.4	46.4	8.0	528
Architecture / Design	39.1	7.1	46.2	5.1	114
Retail Agent	36.0	9.0	44.9	11.4	52
Estates Surveyor (In House)	40.7	3.1	43.8	4.7	248
Landlord & Tenant	38.2	5.2	43.5	8.9	121
Office Agent	32.4	9.2	41.6	9.9	71
Environmental	39.5	1.5	41.0	3.1	37
Building Control	39.7	0.6	40.3	3.3	188
Quantity Surveyor	37.1	2.2	39.3	8.9	1592
General Practice	32.2	5.2	37.4	7.7	310
Industrial Agent	29.7	7.6	37.2	10.0	52
Academic	34.1	3.0	37.1	3.5	44
Building Surveying	33.4	2.3	35.7	7.1	793
Geomatics	33.1	2.4	35.5	5.8	86
Rural Practice	30.3	1.6	31.9	8.1	251

Base: All participants giving an answer (6704).

Women represent 21% of survey participants (up 3% from last year) and the most commonly mentioned activities in which they are employed are: Quantity Surveyor (19%), Valuation (9%), Property / Asset Management (8%), Building Surveying (7%), General Practice (7%) and Rural Practice (6%).

The most frequently mentioned prime professional activities in which men are employed are: Quantity Surveyor (25%), Valuation (8%), Project Management (6%) and Property / Asset Management (6%).

On average, women's salaries remain significantly less than their male counterparts. The earnings gap between the genders has continued to narrow gradually over the past several years, with women now earning 22% less than men (compared with 29% in 2005). The average female participant's salary is £33,198 compared to £42,818 for males.

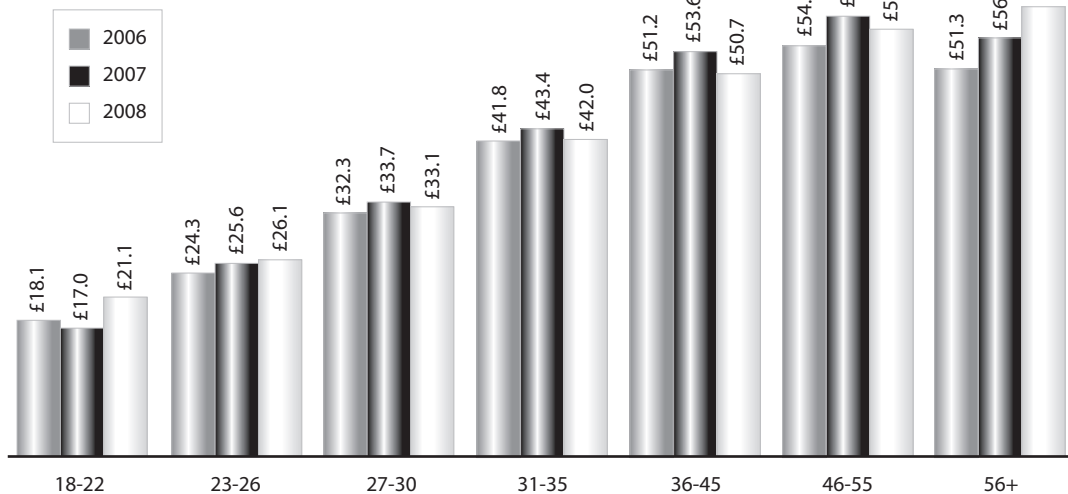
In addition, this year women are less likely than men to have received a salary increase (72% women versus 76% men). They also received slightly lower salary increases (average 7.1% for women, 7.6% for men).

The difference between male and female salaries can be partially explained by differences in age (average 31 for women and 36 for men) and levels of experience within the sector (average 5.6 years among women, 9.5 years among men). Women are also much less well represented within the better salaried higher levels of responsibility (68% of women are Assistant / Probationer or Professional Staff level compared to only 48% of male respondents).

As may be expected, **there is a close relationship between salary and age.** The older the respondent, the higher the salary. In fact, although respondents aged 46-55 have earned the highest average salaries since 2004, this year the oldest respondents (56+) earn slightly more at £59,481 (against £56,630 amongst those aged 46-55).

However, **those at a relatively early stage in their career typically show the highest levels of salary increases:** 10.0% for those aged 23-26, 8.7% for 27-30. Thereafter, increases decline (31-35: 7.7%, 36-45: 6.4%, 46-55: 5.0%, 56+: 3.7). However, against this trend, this year those in the youngest age group (18-22), unusually, received below average increases (6.5%).

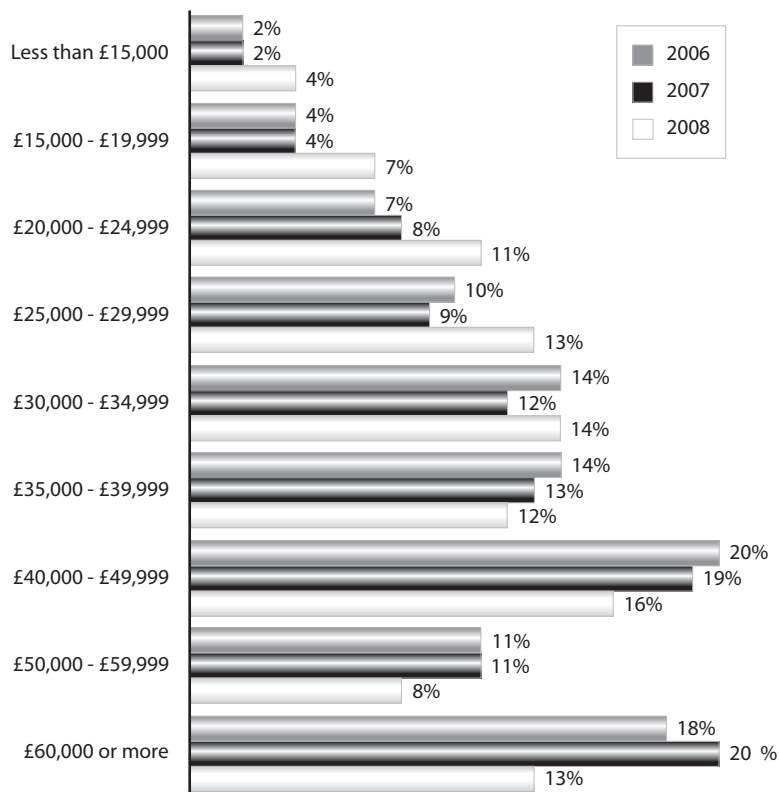
Average Salary (Excluding bonuses) By Age (£K)



Base: All giving an answer (2006: 5222, 2007: 4753, 2008: 6704)

Reflecting the fact that the average salary reported is lower this year, fewer participants now earn at the higher end of the scale, with only 21% now claiming to earn £50,000 or more, versus 39% last year.

Spread of Current Salaries (Excluding bonuses)



Base: All giving an answer (2006: 5222, 2007: 4753, 2008: 6704)

The majority of Survey participants (71%) are fairly (59%) or very satisfied (12%) with their current salary; 29% say that they are not satisfied, which is slightly higher than last year's Survey (27%). Unsurprisingly, satisfaction with salary increases as salary levels (together with age and seniority) increase:

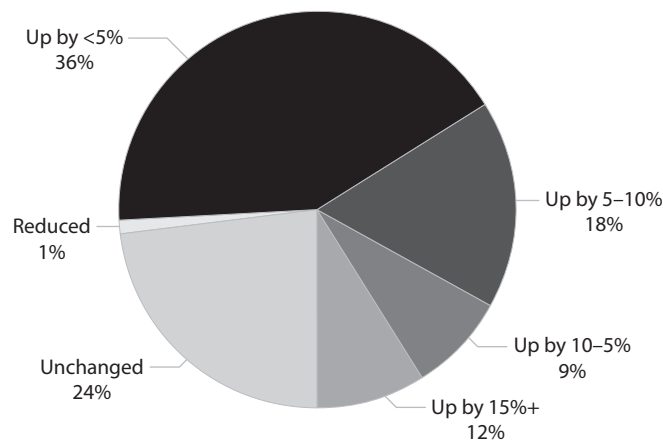
Salary bracket	<£20k	£20k-£29999	£30k-£39999	£40k-£59999	£60k+
% very/fairly satisfied	48	61	71	83	89

Salary Increases

Three quarters of participants (75%) had an increase in salary at their most recent pay review. This is down 2% from last year. On average, participants saw their salary increase by 7.5%, an increase from last year's 6.6%.

With the exception of Fund Management (14.0%), those enjoying the greatest increases (10%+) were not necessarily working within the highest earning professional activities, with Investment Brokers and Retail Agents reporting increases of 11.4% and Industrial Agents 10.0%. Those receiving the smallest increases were in Environmental (3.1%), Building Control (3.3%), Facilities Management In-House (3.4%), Academic (3.5%) and SHE / Health & Safety (3.6).

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



Base: All employed (6758)

Bonuses

Whilst many survey participants did not receive any bonus during the last 12 months (41%, 40% last year), survey participants overall received an average of **£5,869**. This represents a **38% decrease compared to 2007 bonuses** (when average bonuses were £9,411). Bonuses in 2008 represented only 14% of the average salary, compared to 21% in 2007. 14% report bonuses of £10,000 or more, compared to 20% last year, and only 3% report bonuses of £40,000 or more (versus 6% in 2007).

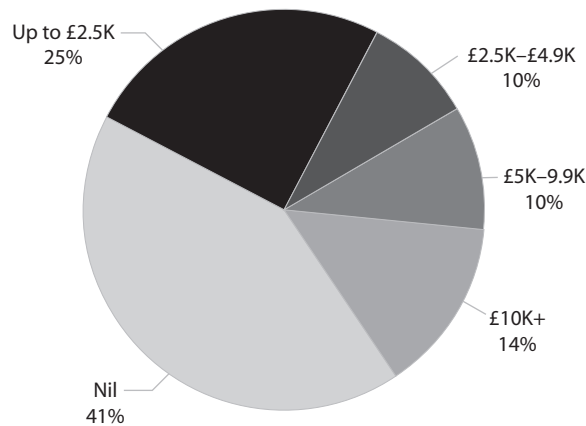
The highest average bonuses (over £15,000) were paid to those working in the following areas: **Fund Management (£33,465)**, **Investment Brokerage (£27,032)**, **Commercial Development (£18,460)**, **Property Finance (£17,363)** and **Corporate Property Consultancy (£15,713)**. However, even for those working within these activities, bonuses were lower than last year, particularly for Investment Brokerage and Property Finance, which saw average bonuses in excess of £40,000 in 2007.

As in 2007, the lowest bonuses were paid to those in **Building Control (£614)**. This year, those in Environmental and Rural Practice also received particularly low bonuses (£1,492 and £1,635 respectively).

As with salaries, bonuses were again larger for those employed overseas. Those based in the UK received an average of £5,405, against £9,316 for those based overseas. The decrease in bonuses has been driven by those based in the UK, whose bonuses fell by 41% compared to 2007 (when they were £9,226). However, bonuses also fell overseas, by 18% compared to 2007 (£11,366).

Those working mainly in Greater London were again awarded the highest bonuses in the UK (£8,853: 51% above the UK average). This year, those working in the Americas enjoy the highest bonuses of all (average £16,742).

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



Base: All responding (6579)

Of those receiving a bonus, **66%** said that this is awarded on a discretionary basis, 34% according to strict measurable objectives. This represents a decrease in bonuses based on measurable objectives (39% last year), reflecting the different profile of this year's participants. As reported last year, as experience increases, the likelihood of the bonus depending on strict measurable objectives increases:

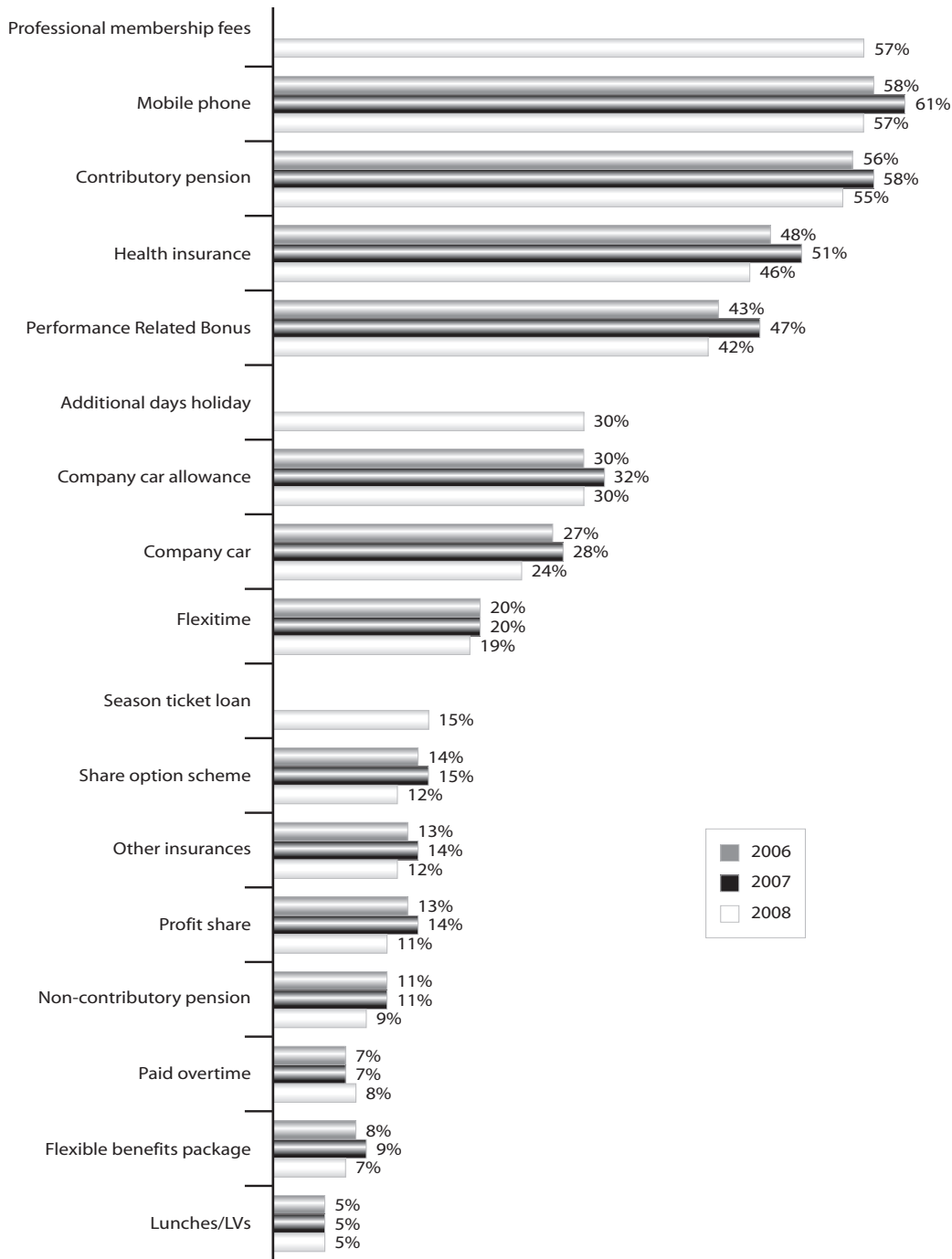
Years experience	0-2	3-6	7-10	11-20	20+
% bonus based on measurable objectives	26%	28%	34%	43%	47%

Benefits Packages

The majority receive some form of additional benefit as part of their package (95%, the same as last year). The most frequently mentioned benefits (enjoyed by 40%+) are: Professional membership fees (57%, not included in last year's Survey), a Mobile phone (57%, down 4% from 2007), Contributory pension (55%, down 3%), Health insurance (46%, down 5%), and Performance Related Bonus (42%, down 5%). In fact, the incidence of all benefits has fallen slightly since last year, with the exception of Luncheon Vouchers (remain at 5%) and Paid overtime (up 1% to 8%, which is likely to be driven by the higher proportion of Assistants / Probationers). The drop in incidence of Performance related bonuses echoes the decreased bonus figures reported earlier.

Benefits most commonly mentioned as new (in the last year) are Mobile phone (13%), Additional days holiday (11%), Professional membership fees (10%), Health insurance, Contributory pension, Performance related bonus (each 9%), Company car allowance (7%) and Company car (6%).

Benefits included in employment package



Base: All participants (2006: 5256, 2007: 4778, 2008: 6758)

However, whilst they may receive a range of other benefits, **one in five (20%, a 3% decrease since 2007) say that they do not utilise their full holiday entitlement.** This increases to one in three or more amongst those involved in Claims and Dispute Resolution (49%), Facilities Management Consultancy (40%), Investment Brokerage (39%) and Academia (35%).

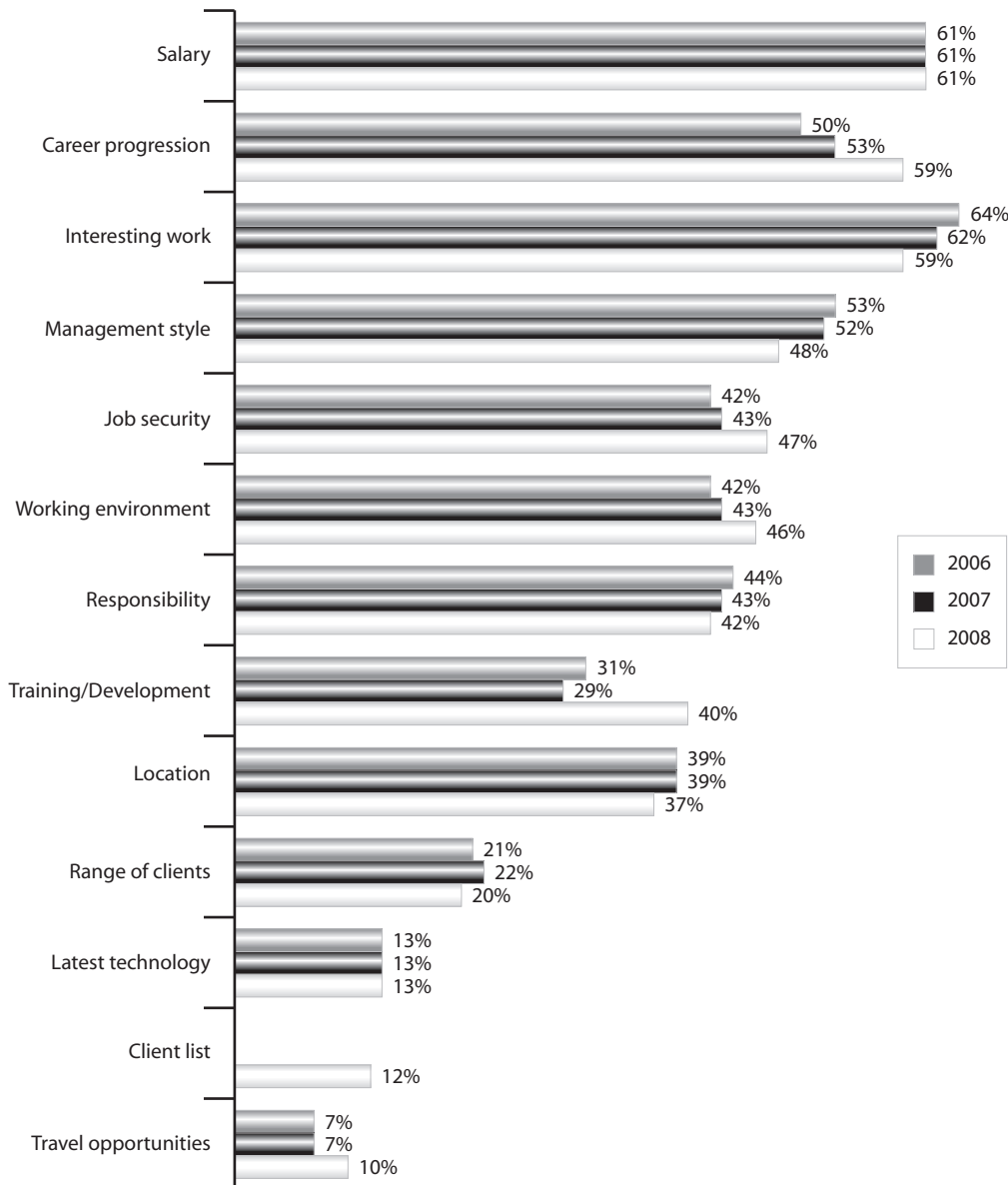
Failure to use up holiday entitlement is most associated with those earning the highest salaries (32% of those earning £60k+), with those with the most experience (26% of those with 20+ years), and higher levels of responsibility (41% of Principals / Owners and 33% of Partners / Executives). It is also more commonplace outside the UK, where 37% do not utilise their full holiday entitlement (19% higher than in the UK).

Issues Important in Role and Attitudes toward Employment

Salary has taken over this year as the most important aspect of a participant's job (61% very important, no change), as interesting work is regarded as slightly less important this year (59% versus 62%). Career progression is more important at the total level this year (59% versus 53% 2007, 50% 2006), taking joint second place with interesting work. The increase for career progression is primarily driven by the younger and less experienced respondent profile. The importance has actually increased very little or not at all within any age or experience category, yet this issue is much more important for those under 30 (78%, compared to only 43% amongst over 30s), and those with 7 or less years experience (74% versus 41% with over 6 years experience). In a similar vein, the importance of training and development has also increased this year, from 29% to 40%, again reflecting the younger, less experienced respondent profile.

The issues which are of most importance to men and women continue to differ slightly. Whereas men place salary and career progression as their top two priorities, women place greater emphasis on having a range of interesting work, with salary coming third.

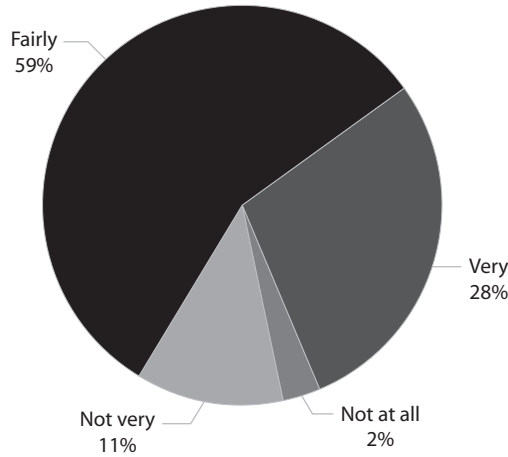
% Saying Very Important To Their Job



Base: All participants (2006: 5329, 2007: 4841, 2008: 6758)
 Client list added as a factor in 2008

The majority of Survey participants (87%) are fairly or very satisfied with their current employment, up 1% from last year. 13% say that they are not satisfied (down 1% from last year).

Satisfaction with current job



Base: All currently employed: 6758

Those most satisfied with their current job work within Residential Development (41% very satisfied), Architecture / Design (39%), Retail Agency (38%) and Facilities Management Consultancy (36%).

Interestingly both the youngest and oldest respondents are the most satisfied: 37% of 18-22s are very satisfied, and 39% of those aged 56+.

Unsurprisingly, given the importance of salaries, those with the highest salaries also express high levels of satisfaction (40% of those with £60,000+ salaries are very satisfied), as do those at higher organisational levels (51% of Principals / Owners and 44% of Partners / Executives are very satisfied). Geographically, those in the Americas are the most satisfied (36%), closely followed by those in Oceania / Australasia (34%).

Respondents tend to work fairly long hours, the average working week being 44 hours. Almost 2% work more than 60 hours a week.

The longest hours are worked by those in Facilities Management Service Provider (49 hours a week), Construction Contract Manager (49), Fund Management (48), Claims & Dispute Resolution (47), Property Finance (47), Retail Agent (47) and Investment Brokerage (47). The shortest hours are worked by those in Building Control (39 hours) and Rating (40)

Males tend to work longer hours than females (perhaps related to their more senior positions): 44 hours compared to 42. Those outside the UK tend to work longer hours (average 48 hours compared to 43 in the UK).

Perhaps unsurprisingly, those earning the highest salaries work the longest hours: those earning £60,000+ work an average 49 hours compared to an average 41 hours for those earning less than £20,000. Related to this is the fact that those in more senior positions work longer hours (Principals / Owners 46 hours, Partners / Executives 49, Associate Directors / Managers 46).

Reasons for Changing Job

Interestingly, given the lower average salary reported this year, the offer of a better salary is more likely than ever to be the impetus for changing job, being cited by 73% (against 66% in 2007). This reflects the fact that salary is regarded as the most important aspect of a job.

The second most likely reason for leaving the present employer is better career prospects (53%, a 1% increase since 2007), followed by a better benefits package, which has also increased in importance (41%, up 3% since 2007). Despite remaining the fourth driver for change, management style has decreased slightly this year to 30% (down 1%). Working in a different country is now the fifth most likely reason for leaving a job, having increased by 7% since last year, to 25%.

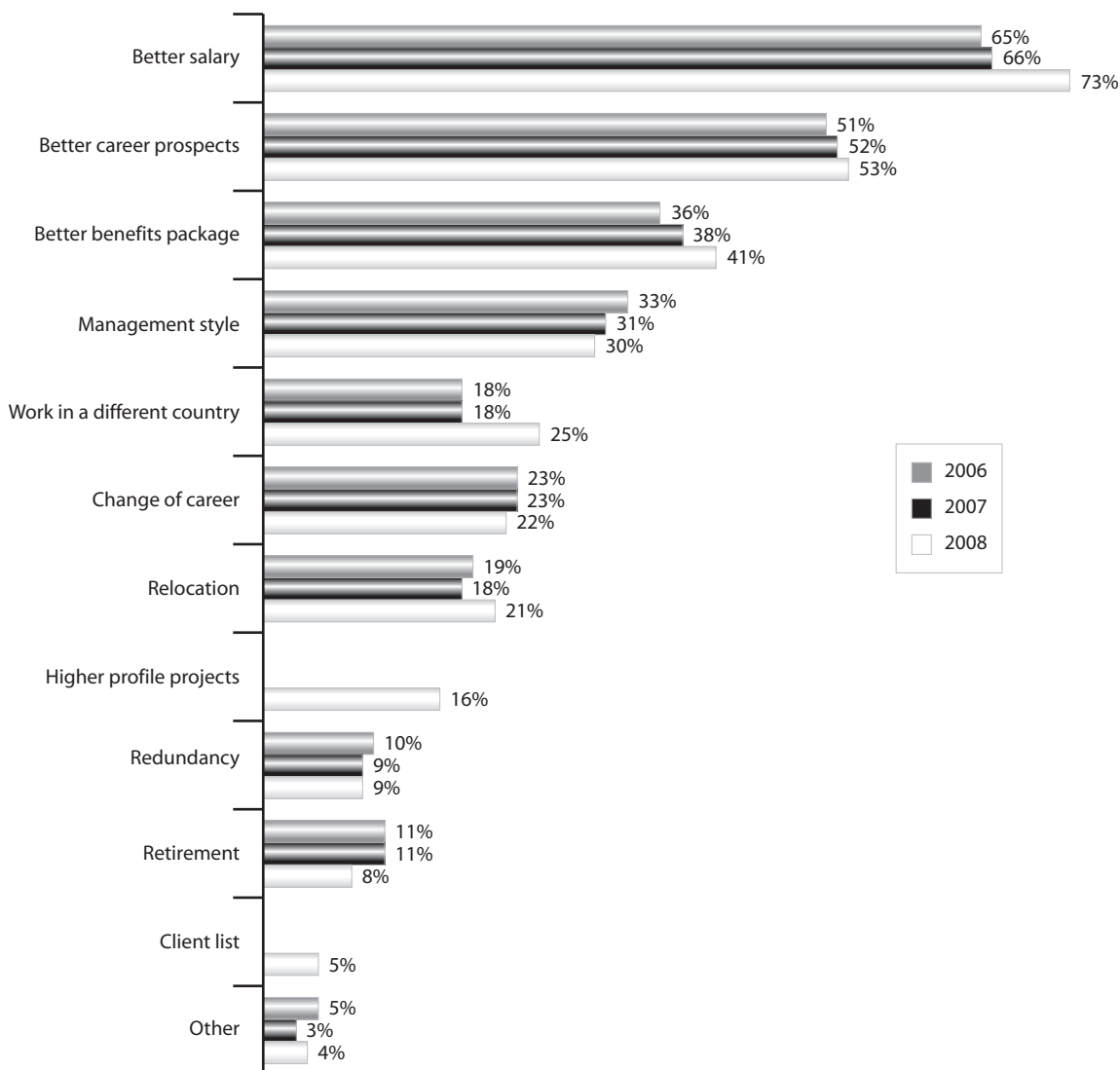
Other commonly cited reasons for leaving an employer include seeking a career change (22%) and relocation (21%).

Men and women continue to agree on the top four things that would make them change employer: salary, career prospects, benefits package and management style. However, although working in a different country is fifth for men (25%), it is sixth for women (24%), who are more likely to consider relocation as a motivation (26% versus 20% for men)

Drivers for change differ notably across the age groups. Among the 56+ age group, not surprisingly, retirement is the most common reason for leaving an employer (63%), followed by better salary (43%). Unsurprisingly, career prospects drop in importance, being mentioned by only 12%. Better salary is the top driver for all other age groups, and better career prospects comes second for all but those aged 46-55, for whom better benefits and management style are relatively more important. However, the influence of management style increases with age, being ranked fifth for under 30s, fourth for 30-45s, and third for 46-55s. Conversely, the lure of working in a different country declines with age. Although it is the fourth most influential driver for under 30s, the appeal drops, particularly for those over 35.

There is no difference between the ranking of the top five drivers of change for those working within and outside the UK

Reasons For Leaving Present Employer



Base: All giving an answer (2006: 5256, 2007: 4778, 2008: 6758)
 High profile projects and Client list added in 2008

When asked ‘How likely are you to change employers within the next 12 months?’, 69% said they are not very or not at all likely (down 1% from last year). 11% said that they are very likely to change employers – down 1% compared to last year.

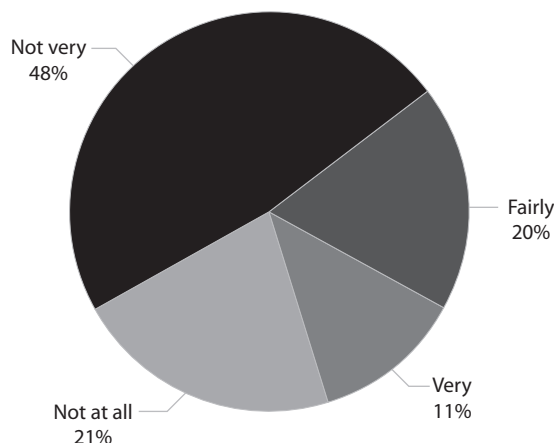
Unsurprisingly, given that salary has been identified as an important driver of change, those most likely to change their employer in the next year are those with the lowest salaries: 38% of those earning less than £20,000 are planning to change their job this year (very or fairly likely) compared to only 26% of those earning more than £60,000.

Seniors and Professional staff are also the most likely groups to intend to change job in the next year (37% and 35% respectively very / fairly likely). Similarly, those aged 27-35 and those with between 3 and 10 years of experience are the most likely to consider a change. (35% and 36% respectively).

Female respondents also expressed a greater likelihood of change than their male counterparts (35% and 30% respectively are very / fairly likely to change).

As last year, those involved in Facilities Management, whether in-house or service providers, are the most likely to be thinking about changing employer (53% and 54% very or fairly likely).

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



Base: All participants (6758)

Economic Activity over the next 12 months

Given the recent global economic uncertainty, it is not surprising that there has been a large increase in the proportion of those who anticipate that economic activity in their chosen professional activity will decrease in the next twelve months (25% versus 7% in 2007). Conversely, there has been a large decrease in the proportion who predict an increase in economic activity (51% in 2007 down to 33% 2008).

The most pessimistic are those in Investment Brokerage (59% predicting a decrease), Fund Management (54%), Industrial Agency (51%), Residential Agency (50%), Property Finance (48%), Retail Agency (48%), Commercial Development (42%), Rating (41%) and Residential Development (40%).

Those professional activities where an increase is most commonly anticipated are: Facilities Management Consultancy (59%), Environmental (59%), Claims & Dispute Resolution (53%), Facilities Management Service Provision (52%), Construction Contract Management (48%) and Geomatics (46%).

Younger respondents are more optimistic than older: 45% of 18-22 year olds anticipate an increase in economic activity, compared to 30% of those aged over 56.

It is also worth noting that those working within the UK are more likely to anticipate a decrease in economic activity in the next 12 months than their overseas counterparts (28% UK versus 11% overseas). Those in the Middle East, Africa and Asia are particularly optimistic about their profession's economic prospects (75%, 74% and 60% respectively anticipating an increase).

	% anticipated increase in economic activity
All participants	33
Environmental	59
Facilities Management Consultant	59
Claims & Dispute Resolution	53
Facilities Management (Service Provider)	52
Construction Contract Manager	48
Geomatics	46
Quantity Surveyor	44
SHE / Health & Safety	43
Facilities Management (In House)	42
Academic	41
Minerals	41
Research	38
Planner	37
Project Management	37
Architecture / Design	34
Rural Practice	32
Building Surveying	31
Regeneration	30
Property / Asset Management	28
Property Finance	28
Residential Agent	28
Estates Surveyor (In House)	27
Commercial Development	24
Office Agent	23
Valuation	23
Residential Development	22
Building Control	21
Corporate Property Consultancy	21
Rating	21
General Practice	20
Fund Management	19
Landlord & Tenant	18
Investment Brokerage	16
Retail Agent	15
Industrial Agent	11

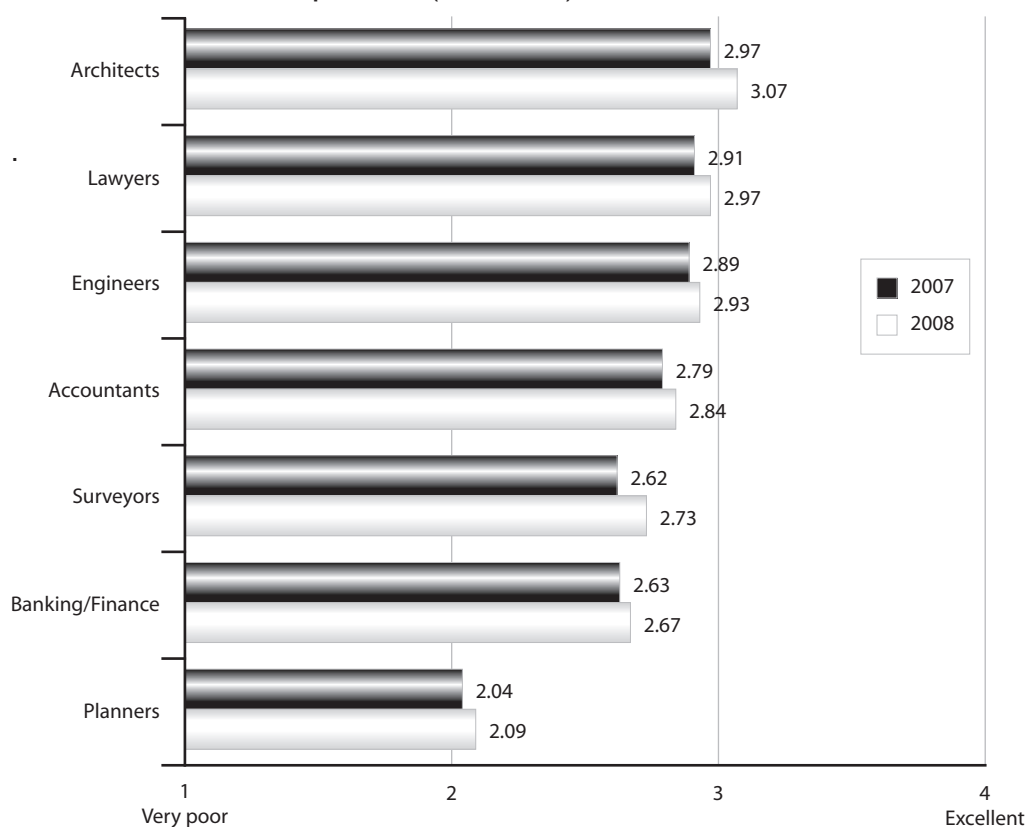
Base: All participants (6920)

Public perception of status

As last year, Architects are thought to have the best status amongst the public, followed by Lawyers, then Engineers and Accountants. This year, the relatively low perception of Surveyors has improved slightly (2.73 from 2.62 in 2007). Once again, Planners are perceived to have by far the lowest status amongst the general public, with only 3% believing them to have an “excellent” status. Only 9% believe Surveyors to have an ‘excellent’ status.

As last year, perceptions of Lawyers are more polarised than Architects. Although 34% of respondents think that Lawyers have an excellent status, compared to 28% of Architects, Architects actually score better overall

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



Base: All participants (2007: 4841, 2008: 6758)

2 Method & Sample Profile

2.1 Overview

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

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

6,920 UK and non-UK surveying professionals participated online and via questionnaire in December 2007 and January 2008, the highest response achieved to date.

Respondents are broadly representative of the profession with regard to the business sectors and geo-demographic spread. 92% of participants are employed on a permanent basis (down 2% on last year), with 3% freelance, 3% who describe their current role as temporary and 2% unemployed.

As last year, over half (63%) of those employed are accounted for among those that describe their prime professional activity as: Quantity Surveyor (23%, up by 6%), Building Surveying (12%), Valuation (8%), Property / Asset Management (6%), General Practice (5%), Project Management (5%) and Estates Surveyor (In House) (4%).

There is a noticeable different in the profile of respondents this year. Just over half are Assistants / Probationers and Professional Staff (52%, versus 28% last year), whereas just over a quarter are Associate Directors / Managers, Partners / Executives and Principals / Owners (27% vs. 50%). Only one in ten describe themselves as Principals / Owners or Partners / Executives (11%, versus 20% last year).

The nature of the organisations for which respondents work is broadly reflective of last year. Surveying Practice / Consultancy again represent half (52%, up 3% on last year), followed by Commerce & Industry (14%, down 1% on last year), Central / Local Government (12%) and Investment / Development (11%). The remainder include those working in Architecture / Design Consultancy (4%), Financial Services (3%), Non-profit Making Organisations (3%), and Education (1%).

A significant minority of participants mainly work in London and the South-East (36%), with the remainder principally working elsewhere in the UK (52%). 13% work outside the UK (compared to 9% in 2007).

The majority of participants are men (79%, down from 82% in 2007). The average age of the respondents has fallen for the second year, to 35.0 (versus 38.3 in 2007, and 39.5 in 2006). This change is driven primarily by an increase in those aged 23-30, who represent 41% of respondents this year, versus 26% in 2007, and 22% in 2006.

The average number of years' experience in their area of work is 8.7 (again down, from 11.2 years in 2007). The greatest change has been an increase in the proportions with 0-2 years' experience – 27% compared to 15% in 2007, and a corresponding fall in the proportion with over 10 years' experience – 33% versus 47% in 2007.

The profile of women taking part in the survey is again younger than that of the men, their average age being 31 (compared to 36.1 among males), with 5.6 years' experience (compared to 9.5 among males).

Nearly half of all participants are employed within organisations with 500+ employees (45%, versus 46% in 2007) whilst 17% (same as 2007) are within smaller firms with 20 or fewer people.

2.2 Charts

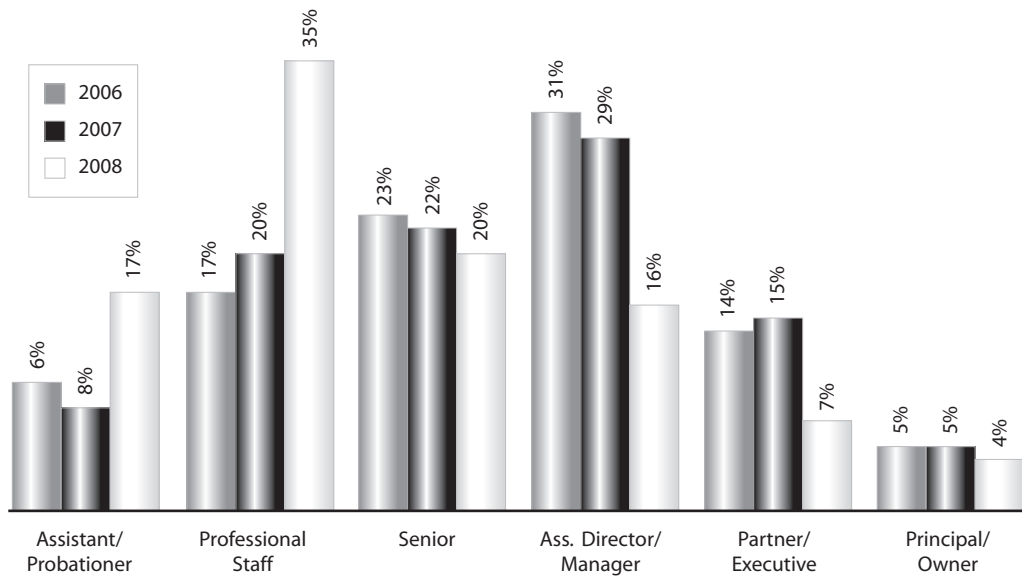
(a) Sample Profile: Prime Professional Activity

	No. of Participants		
	2006	2007	2008
Quantity Surveyor	682	810	1624
Building Surveying	544	467	819
Valuation	316	352	548
Property / Asset Management	377	357	436
Project Management	350	264	368
General Practice	321	257	319
Estates Surveyor (In House)	279	277	255
Rural Practice	224	169	253
Building Control	80	82	193
Commercial Development	145	137	184
Planner	280	139	136
Residential Development	95	92	130
Landlord & Tenant	112	99	123
Facilities Management (In House)	237	114	121
Architecture / Design	n/a	51	119
Investment Brokerage	65	160	115
Fund Management	82	107	97
Corporate Property Consultancy	99	84	94
Geomatics	28	31	89
Property Finance	54	62	88
Academic	33	40	78
Residential Agent	49	32	76
Facilities Management (Service Provider)	142	108	75
Office Agent	56	69	71
Construction Contract Manager	43	51	62
Rating	62	53	58
Regeneration	84	64	56
Industrial Agent	19	38	53
Retail Agent	32	43	52
Claims & Dispute Resolution	47	35	47
Environmental	42	29	41
SHE / Health & Safety	148	62	37
Research	22	33	32
Facilities Management Consultant	34	13	27
Minerals	13	13	22

Numbers shown include those giving an answer within defined categories

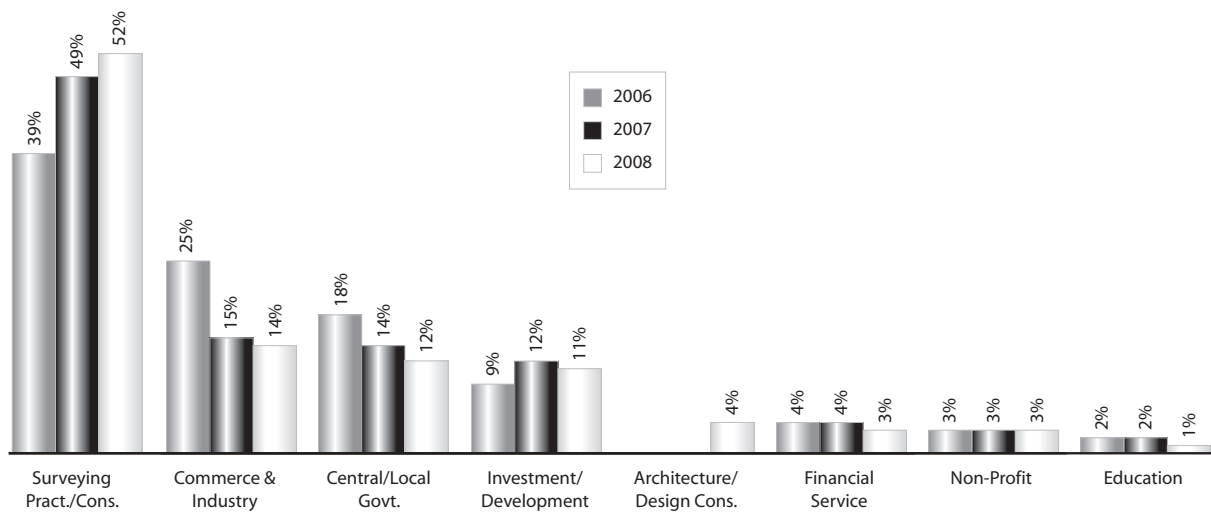
(NB. Some changes have been made to categories between years, accounting for some n/a.)

(b) Sample Profile: Level of Responsibility



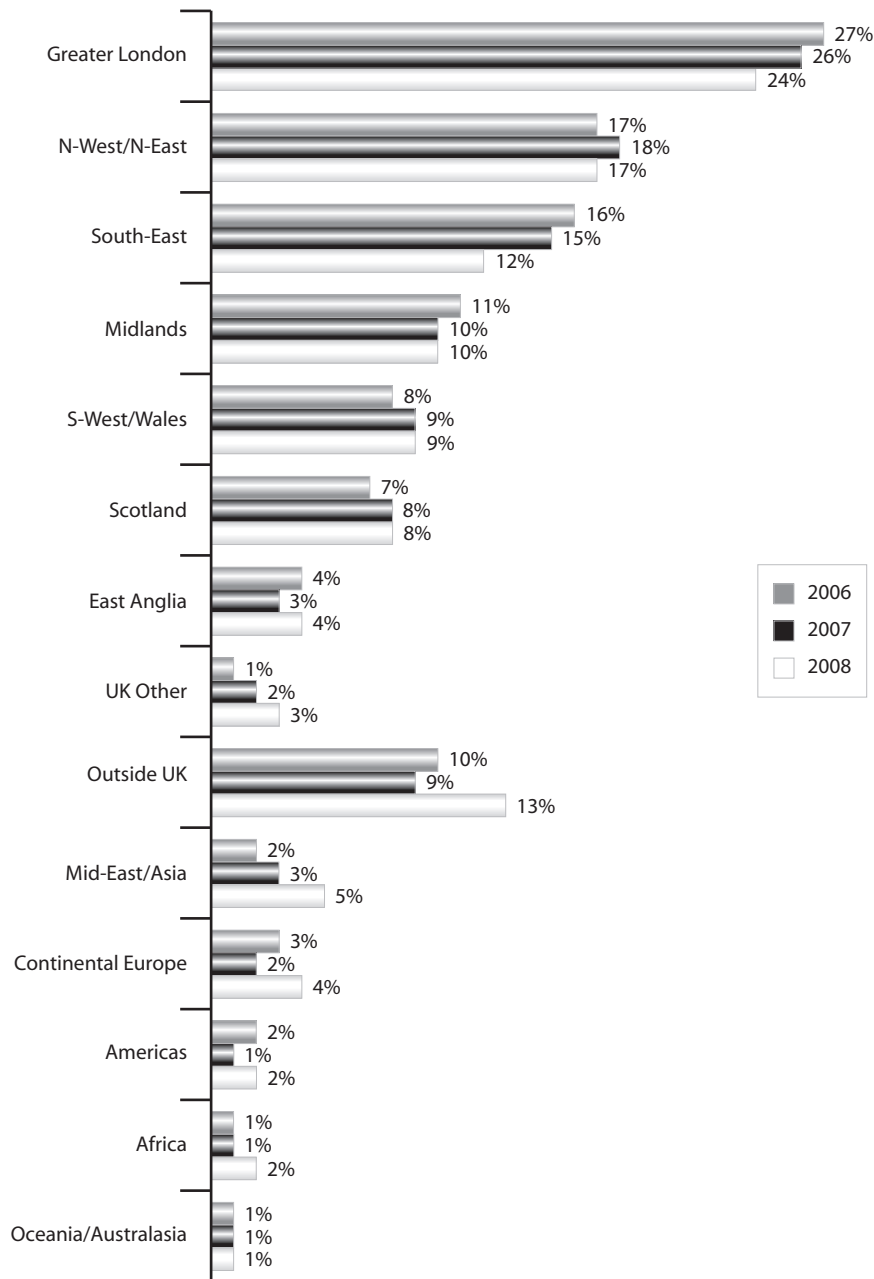
Base: All giving an answer (2006: 5256, 2007: 4778, 2008: 6758)

(c) Sample Profile: Sector



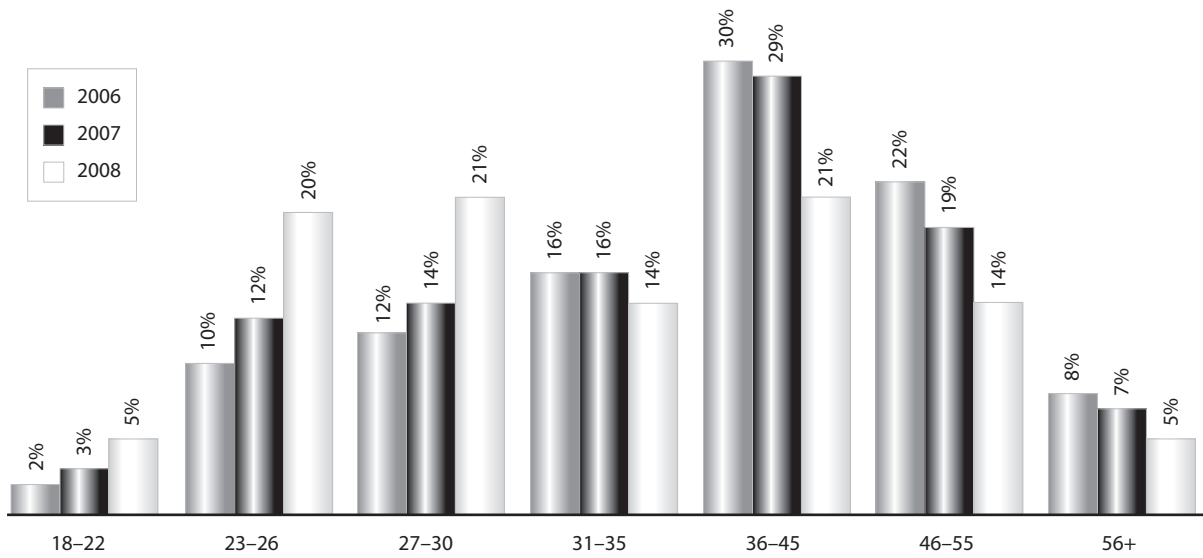
Base: All giving an answer (2006: 5256, 2007: 4778, 2008: 6758).
 Architecture / Design Consultancy added as a specified sector in 2008

(d) Sample Profile: Region



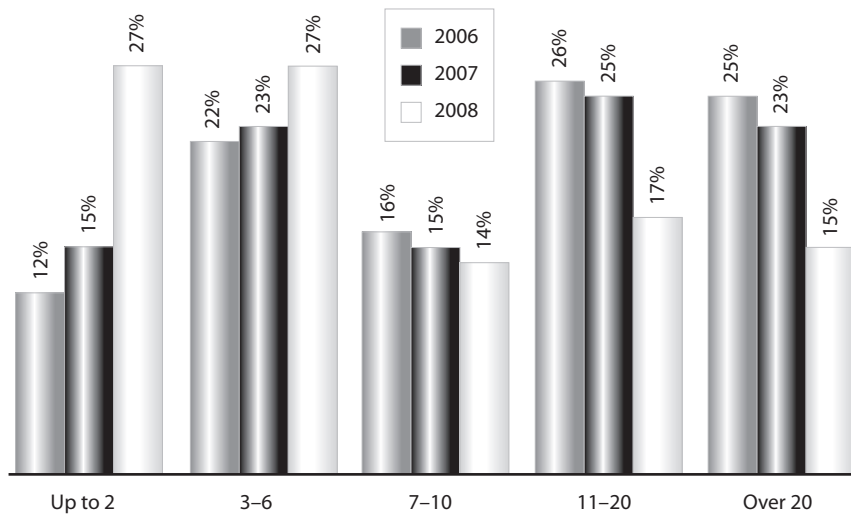
Base: All giving an answer (2006: 5329, 2007: 4841, 2008: 6920)

(e) Sample Profile: Age



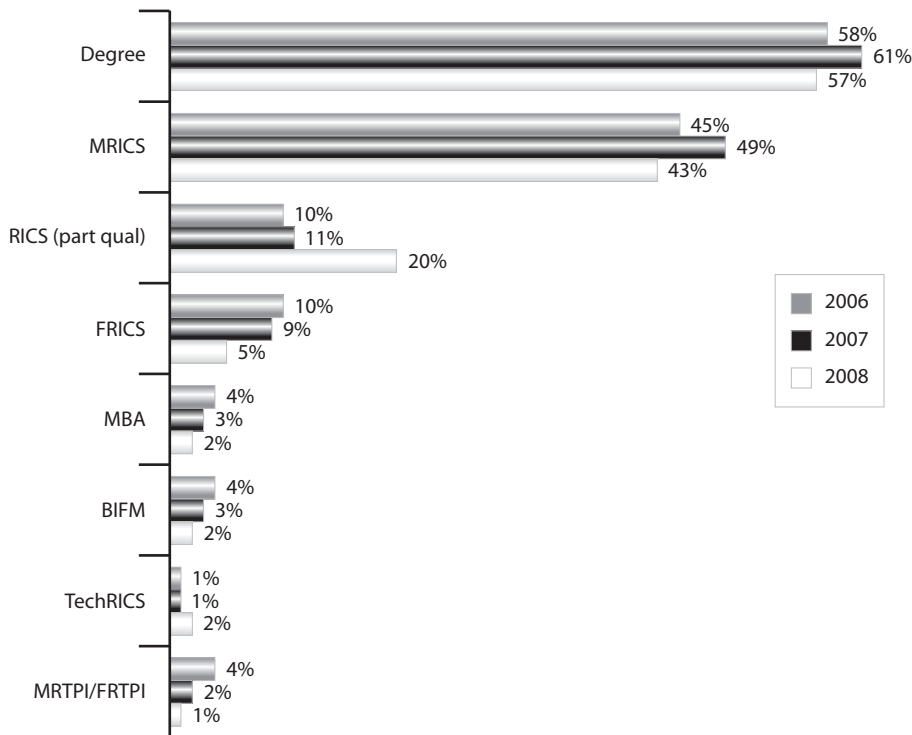
Base: All giving an answer (2006: 5329, 2007: 4841, 2008: 6920)

(f) Sample Profile: Years' Experience



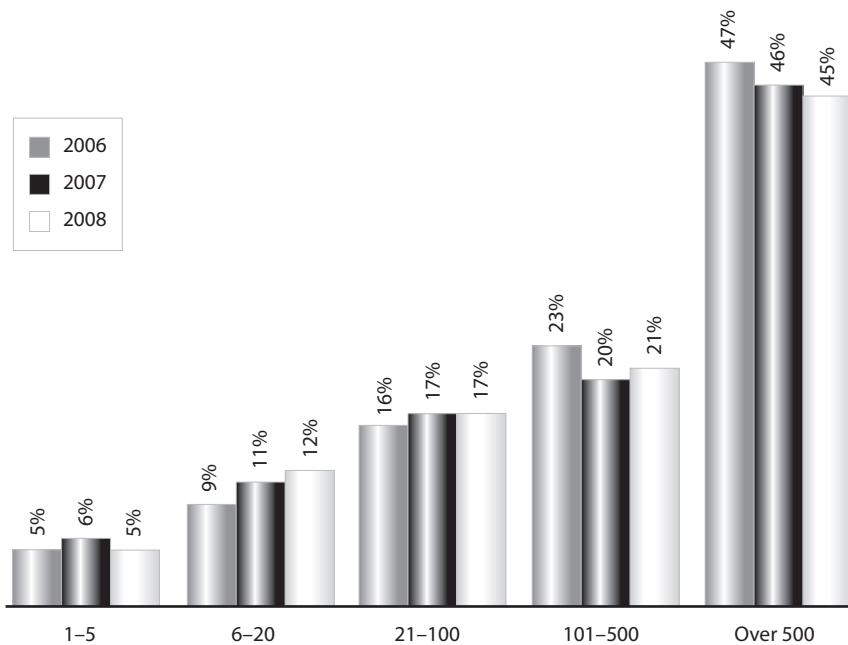
Base: All giving an answer (2006: 5256, 2007: 4778, 2008: 6758)

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



Base: All giving an answer (2006: 5329, 2007: 4841, 2008: 6920)

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



Base: All giving an answer (2006: 5256, 2007: 4778, 2008: 6758)

3 Current Salary (Excluding Bonuses)

3.1 Overview

The average salary of professionals working in the property sector is £40,787 excluding bonuses and other benefits. This is down 11.1% on last year's Survey when average earnings were £45,856. This decrease has been primarily driven by the change in the profile of the respondents this year: younger, less experienced, less senior and with a slightly higher proportion of women.

The average salary of surveying professionals who work mainly outside the UK (13% of survey participants) is £46,590 (down 22.8% on last year's average £60,362). Those outside the UK are apparently earning 16% more than those within the UK, who earn an average of £40,018. This absolute gap is reflective of the more senior profile of those working outside the UK. However, there has been a real reduction in the gap between the UK and overseas salaries (down from a gap of 36% last year), as in fact the proportion of Partners / Executives and Principals / Owners in the UK has fallen more sharply than overseas (from 20% to 10% of UK respondents, versus 25% to 19% overseas).

Salaries have increased slightly for some sub groups, although not at the same levels experienced last year. Salaries have increased slightly for almost all levels of responsibility, and for those working within Financial Services and Commerce & Industry. Reversing last year's finding, entry level salaries have this year increased to £21,105 (from £17,011) for those aged 18- 22. Salaries have also increased at the top end of the age scale, from £56,424 in 2007 to £59,481 for those aged 56 and over. Those with the most experience are also most likely to report a higher salary this year, particularly those who have been in their area of work for over 20 years (£62,409 compared to £59,618 in 2007).

However, there is also evidence that salaries have actually fallen within some groups. Salaries of Principals / Owners have fallen by 15.4% since last year to £73,524. Although the profile of Principals / Owners is slightly different to last year, with fewer working within the relatively higher paid Investment / Development sector (13% down on last year), and slightly fewer men (down 4%), this would suggest that Principals / Owners have drawn lower salaries this year.

Salaries have particularly fallen within Surveying Practice / Consultancy, which now represents the second lowest paid sector (£36,485 in 2008 versus £48,238). All others with the exception of Financial Services and Commerce & Industry noted above have experienced slight salary decreases.

Salaries have also fallen slightly for those aged 27-55, across all regions, and amongst those with 10 or less years' experience in their profession.

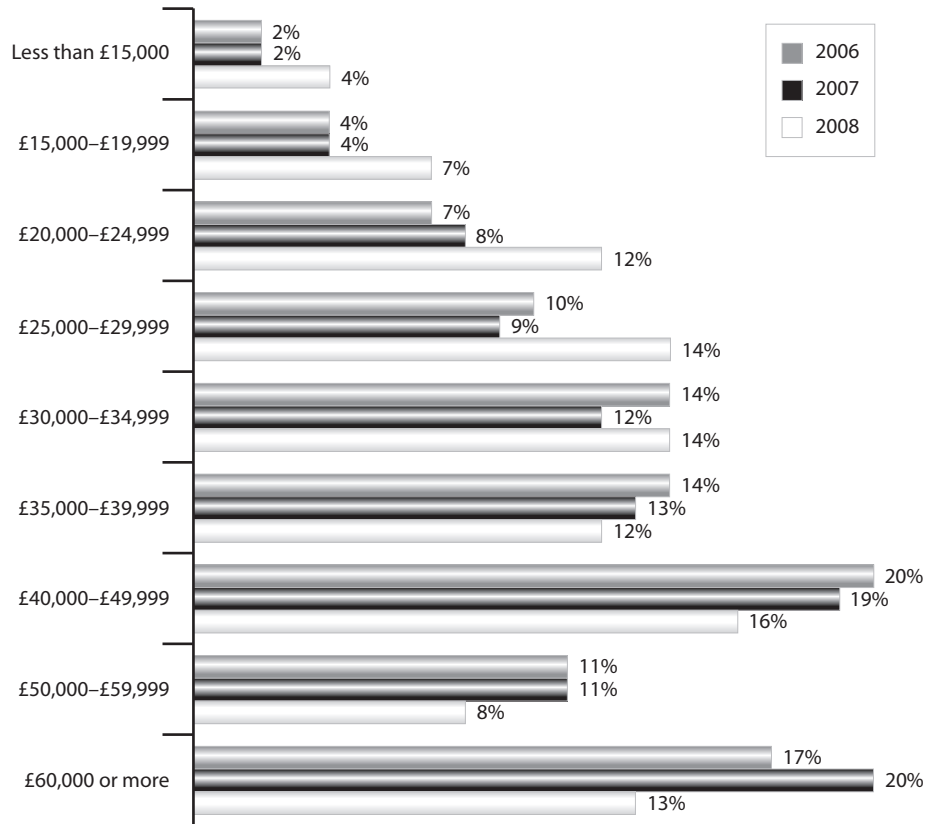
22% now report earnings (excluding bonuses) of less than £25K (against 15% last year), 40% earn between £25-40K (versus 35% last year) and only 38% now earn £40k+ (versus 50% last year). 3% earn £100K or more, versus 4% last year.

The Survey results continue to show that RICS members in the industry earn more than non-members, especially in the early stages of their career. For the sample as a whole, the average salary of RICS Members (MRICS and FRICS) is £49,366, which is 51% higher than non-members (£32,729).

The average salaries of RICS Members tend to be particularly higher than their non-Member counterparts at the earlier stages of their career. RICS Members aged 23-26 earn 31% more than their non-RICS counterparts (£31,795 versus £24,290). This falls to 18% more at 46-55 (£59,807 versus £50,635), and only 1% more at 56+ (£59,732 versus £58,875). The only exception to this linear downward trend is those aged 36-45, where RICS Member salaries are 36% higher (£56,382 versus £41,412).

3.2 Charts

(a) Current Salary (Excluding Bonuses)



Base: All giving an answer (2006: 5222, 2007: 4778, 2008: 6704)

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

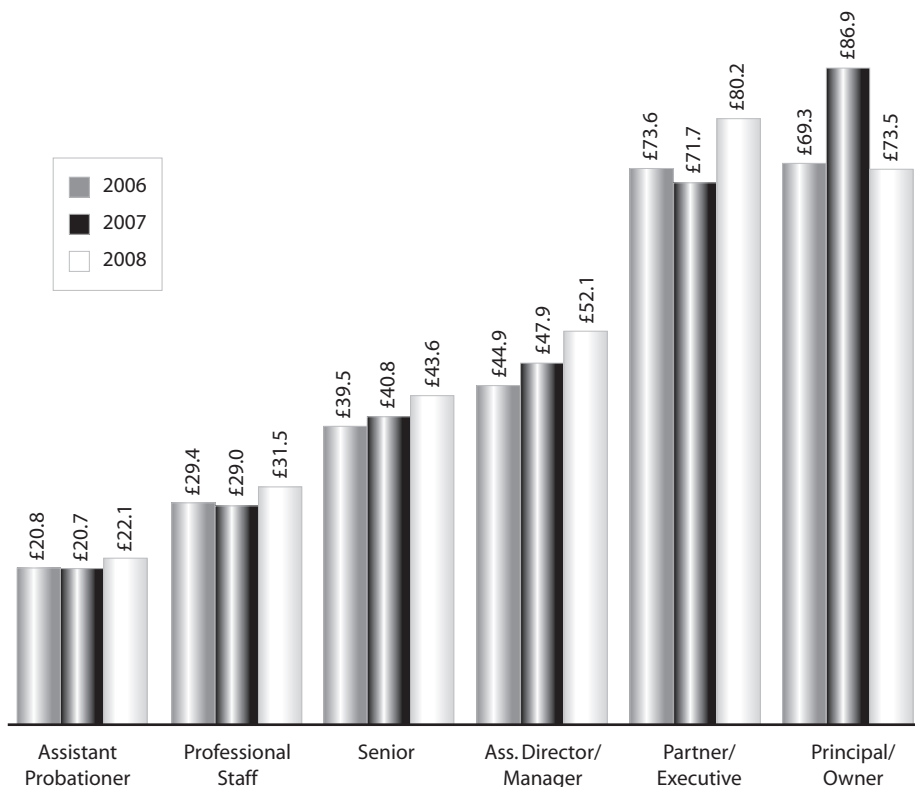
	Average Salary		
	2006	2007	2008
All participants	44,839	45,856	40,787
Minerals	n/a	n/a	69,409*
Fund Management	75,328*	69,229	67,152*
Claims & Dispute Resolution	68,960*	61,849*	61,720*
Corporate Property Consultancy	80,518*	75,585*	59,475*
Property Finance	66,019*	67,614*	57,116*
Construction Contract Manager	50,957*	57,104*	56,645*
Commercial Development	58,131	66,061	53,999
Facilities Management Consultant	n/a	n/a	53,076*
Residential Development	53,081*	53,443*	51,427
Investment Brokerage	54,777*	47,517	51,400
SHE / Health & Safety	39,236*	42,045*	49,452*
Regeneration	44,949*	49,691*	47,548*
Property / Asset Management	51,413	52,961	47,297
Project Management	50,523	50,235	47,291
Facilities Management (Service Provider)	44,171	48,550	46,736*
Residential Agent	36,408*	37,672*	46,521*
Rating	44,639*	40,529*	46,054*
Planner	40,893	40,417	45,880
Facilities Management (In House)	42,420	47,246	45,650
Research	38,236*	44,606*	42,431*
Estates Surveyor (In House)	42,236	47,629	40,690
Building Control	41,101*	33,216*	39,664
Environmental	45,253*	44,313*	39,516*
Architecture / Design	n/a	43,295*	39,118
Landlord & Tenant	40,158	55,156*	38,209
Valuation	42,332	42,328	37,993
Quantity Surveyor	42,651	39,488	37,092
Retail Agent	44,706*	50,802*	35,953*
Academic	33,490*	38,499*	34,136*
Building Surveying	36,860	36,012	33,444
Geomatics	36,249*	43,751*	33,080*
Office Agent	39,727*	44,843*	32,357*
General Practice	40,492	41,102	32,158
Rural Practice	32,880	36,414	30,275
Industrial Agent	n/a	36,066*	29,652*

Base: All giving an answer (2006: 5222, 2007: 4778, 2008: 6704)

(* small base for statistics :<100)

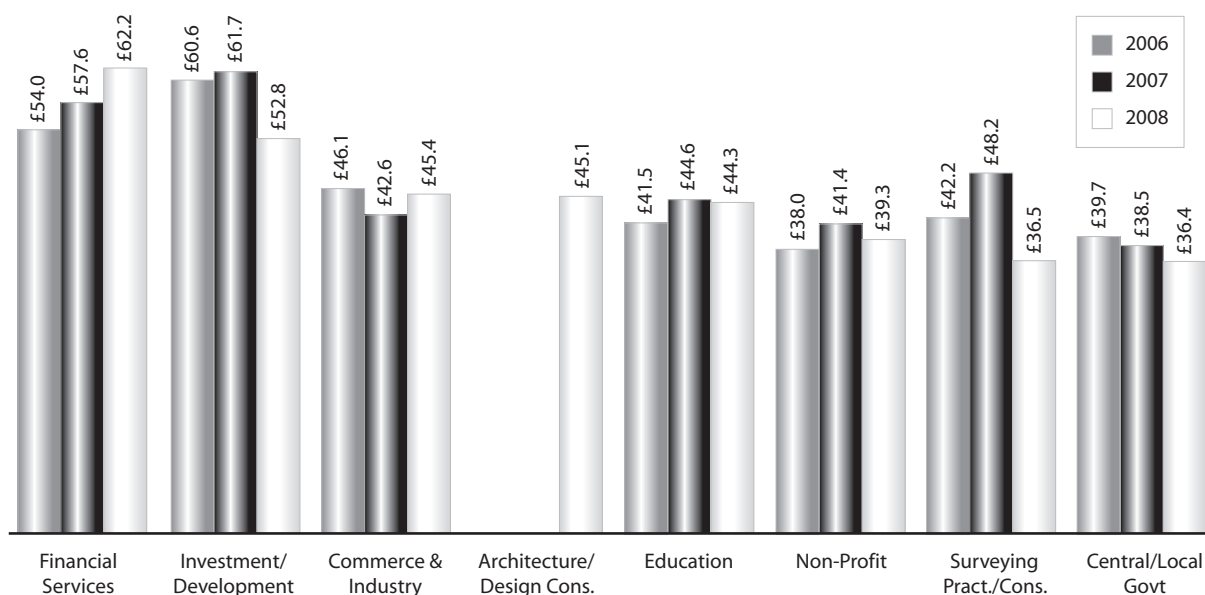
Table excludes data for those categories with the smallest sub-groups in 2006 / 7 (less than 20 respondents), i.e. Facilities Management Consultant (13), Minerals (12)

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



Base: All giving an answer (2006: 5222, 2007: 4778, 2008: 6704)

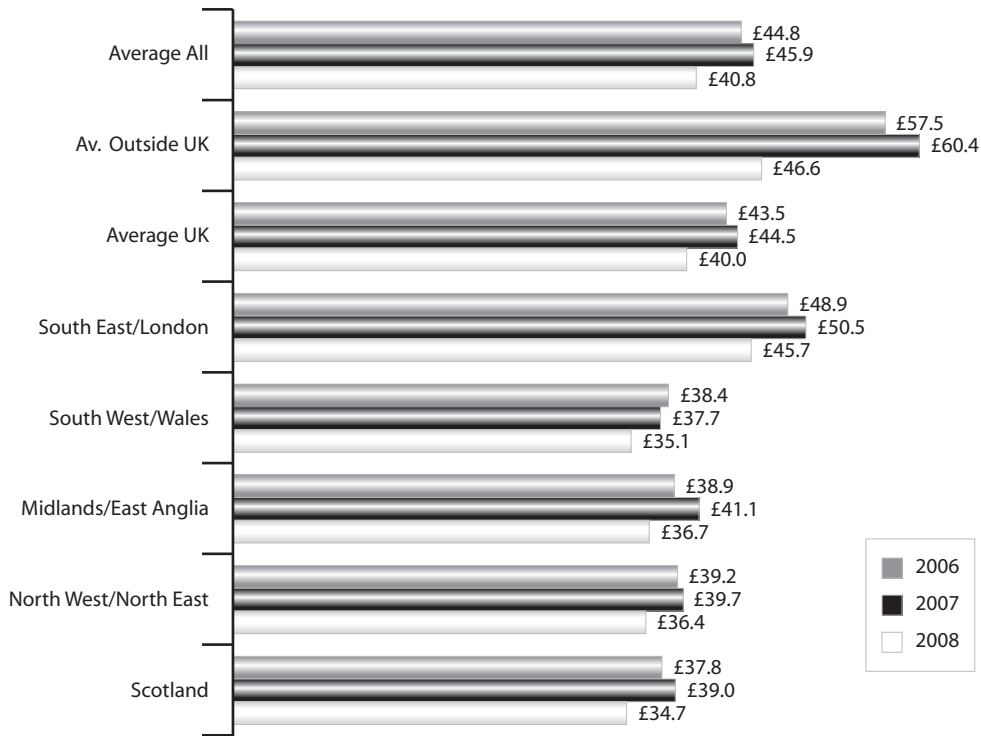
(d) Average Salary (£Kpa): Sector



Base: All giving an answer (2006: 5222, 2007: 4778, 2008: 6704)

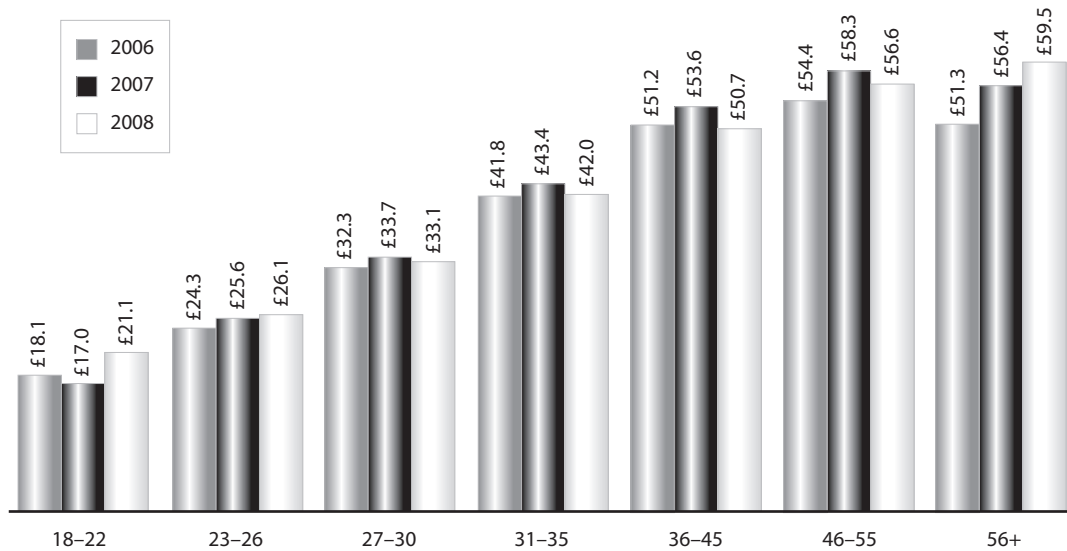
Architecture / Design Consultancy added as a specified sector in 2008

(e) Average Salary (£Kpa): Region



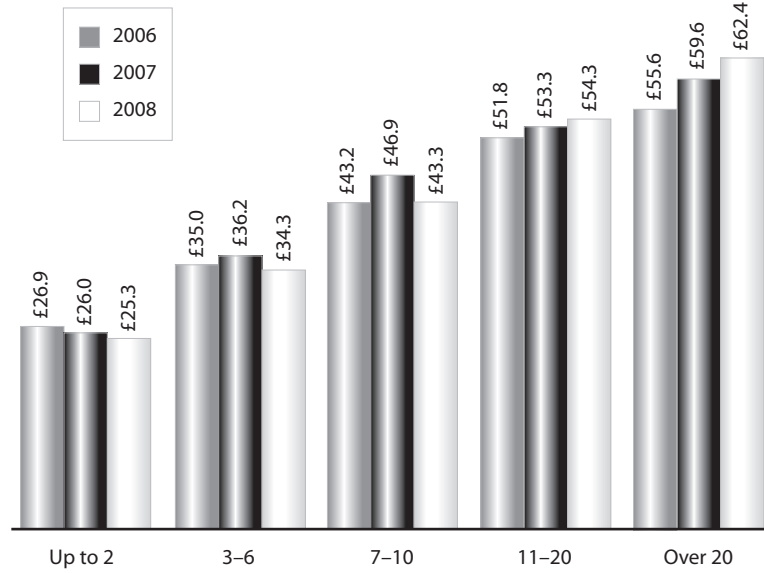
Base: All giving an answer (2006: 5222, 2007: 4778, 2008: 6704)

(f) Average Salary (£Kpa): Age



Base: All giving an answer (2006: 5222, 2007: 4778, 2008: 6704)

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



Base: All giving an answer (2006: 5222, 2007: 4778, 2008: 6704)

4 Change to Salary at Last Review

4.1 Overview

There has been a slight decrease in the proportion of respondents reporting a salary increase this year, 75%, down from 77% last year. However this decrease has been balanced out by a higher average reported increase, of 7.5% against 6.6% in 2007. As last year, only 1% reported a decrease in salary. This again confirms that the fall in average salaries has been driven by the change in the profile of respondents, rather than a real fall in salaries.

Those most likely to have had an increase (more than 80%) are those employed in Facilities Management Service Provision (86%), Minerals (85%), Corporate Property Consultancy (83%), Fund Management (83%), Investment Brokerage (82%), In-House Estates Surveying (82%), In-House Facilities Management (81%) and Landlord & Tenant (81%).

However, those reporting the greatest average increases this year (more than 9%) include those employed in Fund Management (14.0%), Investment Brokerage (11.4%), Retail Agent (11.4%), Industrial Agent (10.0%) and Office Agent (9.9%).

Building upon a potential trend reported last year, a large number of activities (22) report pay increases of over 6%. In 2007, 18 reported pay increases at this level, and, in 2006, only 10. In addition, five activities report increases of 10% or over (four had increases of this magnitude in 2007, none in 2006).

Those least likely to have received an increase (less than two-thirds) are those employed in Residential Agency (58%), Academia (59%), Environmental (59%), Architecture / Design (64%) and Planner (66%).

Those who received the smallest average salary increases (less than 4% on average) are those working in Environmental (3.1%), Building Control (3.3%), In-House Facilities Management (3.4%), Academia (3.5%) and SHE / Health & Safety (3.6%). These activities were also amongst those receiving the lowest pay increases last year.

Those working overseas are slightly more likely to have had an increase in salary in 2008 than they were in 2007 (67%, 1% up on 2007), but they remain less likely to have had such a positive pay review than those working domestically, where 76% report salary increases (2% down on 2007). However, overseas professionals again report higher average rises than professionals working in the UK – 10.3% (up from 9% last year), compared to an average 7.1% in the UK (up from 6.4% last year). Those in Africa (14.3%), the Middle East (14.1%) and Asia (9.7%) saw the highest increases. Scotland received the highest increase within the UK, of 8.9% (versus 5.9% in 2007). The lowest increases were in regions where average increases have fallen since 2007: South West / Wales (5.9%, versus 6.6% in 2007) and Midlands / East Anglia (6.0%, versus 6.1% in 2007).

As reported last year, Associate Directors / Managers (85%) were again the most likely to receive a pay increase, closely followed by Seniors (83%). Assistants / Probationers and Principals / Owners, at either end of the hierarchical spectrum, were again least likely to receive any kind of increase (60% and 43% respectively). The largest average increases, however, were found among Partners / Executives, averaging 10.3%. The lowest average increase is 4.2%, among Principals / Owners, who last year reported high average pay increases of 7.2%. Although last year it was noted that Principals / Owners may have compensated themselves for lower earnings in previous years, their increases have returned more to the typical level reported in past surveys.

Although last year those at opposite ends of the earnings spectrum reported the highest pay increases, this year there is a strong correlation between average pay increases and average salary. Average salary increases rise with salary ranges, with the exception of those earning £40,000–£59,999. Those earning less than £20,000 received average increases of 7.1%, those earning £20,000–£29,999 received 7.3%, those earning £30,000–£39,999 received 7.5%.

This drops to 7.1% for those earning £40,000–£59,999 but rises again to 8.7% among those earning £60,000+.

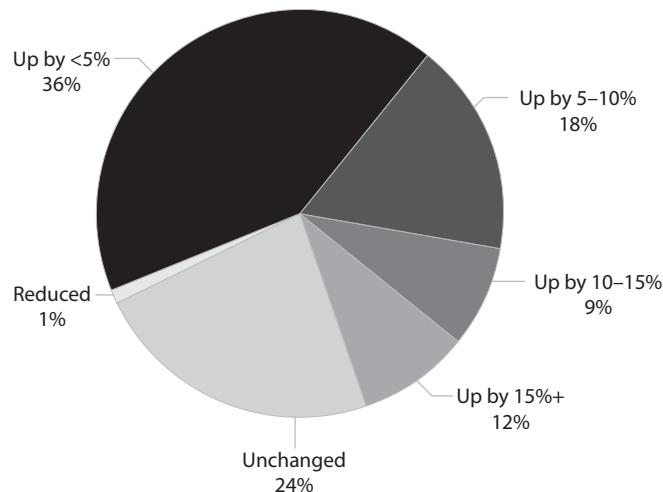
By sector, those in Investment / Development gained the highest salary increases (9.1%), followed by Surveying Practice / Consultancy (8.7%). The lowest average salary increases can be found in Central / Local Government (3.3%) and Non-Profit Making Organisations (3.8%). The largest shift in salary increases are amongst Surveying Practice / Consultancy (8.7% versus 5.4% in 2007) and Education (5.5% versus 3.1% in 2007).

In a return to normal patterns after an apparent trend towards greater equality last year, males were both slightly more likely to receive an increase this year than females (76% males vs. 72% females) and received slightly higher average salary increases (7.6%, up from 6.6%, versus 7.1%, up from 6.7% among females).

By age, those aged 23-26 received the highest salary increases once more (10.0%), while those aged 56+ received the lowest (3.7%).

4.2 Charts

(a) Change to Salary at Last Review



Base: All giving an answer: 6758

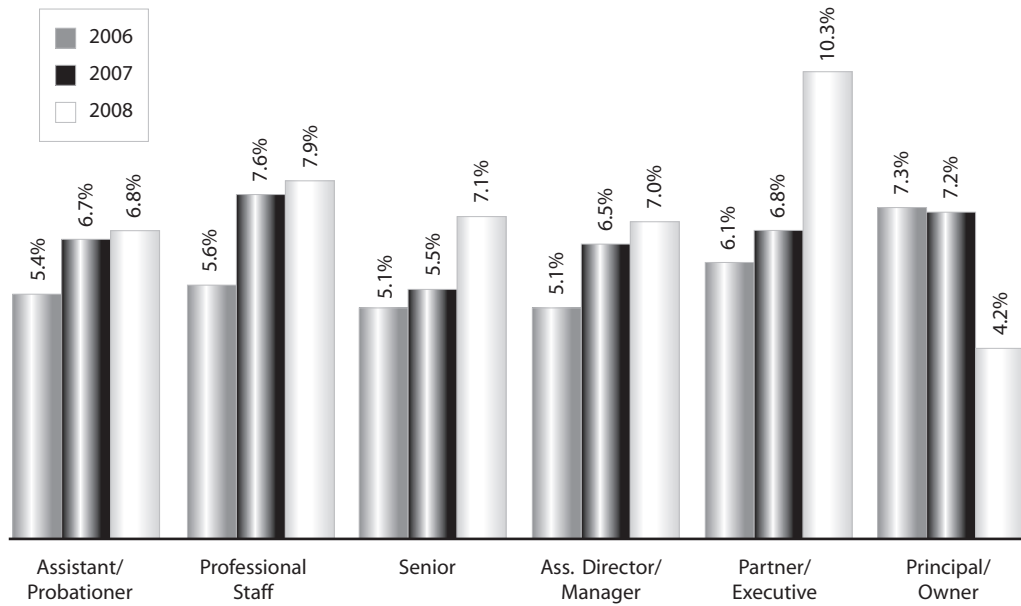
(b) Average Increase: Prime Professional Activity (ordered by highest increase 2008)

	Average Increase p. a.		
	2006	2007	2008
All participants	5.4%	6.6%	7.5%
Fund Management	8.9%*	11.4%	14.0%*
Investment Brokerage	9.3%*	8.8%	11.4%
Retail Agent	5.2%*	6.9%*	11.4%*
Industrial Agent	n/a	10.2%*	10.0%*
Office Agent	6.6%*	7.0%*	9.9%*
Corporate Property Consultancy	7.1%*	5.6%*	8.6%*
Landlord & Tenant	6.4%	8.4%*	8.9%
Quantity Surveyor	5.8%	6.8%	8.9%
Residential Development	5.6%*	9.3%*	8.5%
Rural Practice	5.8%	6.5%	8.1%
Valuation	5.8%	7.6%	8.0%
Commercial Development	7.0%	6.4%	7.9%
Claims & Dispute Resolution	6.4%*	6.7%*	7.9%*
General Practice	5.8%	7.2%	7.7%
Research	7.2%*	7.9%*	7.6%*
Property Finance	5.5%*	11.1%*	7.5%*
Minerals	N/A	N/A	7.4%*
Building Surveying	5.7%	6.3%	7.1%
Construction Contract Manager	6.0%*	8.3%*	7.0%*
Project Management	5.0%	5.4%	6.6%
Property / Asset Management	5.9%	6.9%	6.6%
Facilities Management Consultant	N/A	N/A	6.1%*
Geomatics	3.7%*	4.4%*	5.8%*
Residential Agent	5.0%*	5.6%*	5.5%*
Planner	4.9%	4.3%	5.4%
Architecture / Design	n/a	10.5%*	5.1%
Rating	6.8%*	6.0%*	5.1%*
Estates Surveyor (In House)	3.8%	4.8%	4.7%
Facilities Management (Service Provider)	4.1%	3.2%	4.2%*
Regeneration	4.6%*	3.8%*	4.1%*
SHE / Health & Safety	2.5%	3.1%*	3.6%*
Academic	3.4%*	3.2%*	3.5%*
Facilities Management (In House)	3.7%	4.0%	3.4%
Building Control	4.0%*	3.7%*	3.3%
Environmental	6.6%*	3.8%*	3.1%*

Base: All giving an answer (2006: 5256, 2007: 4778, 2008: 6758)

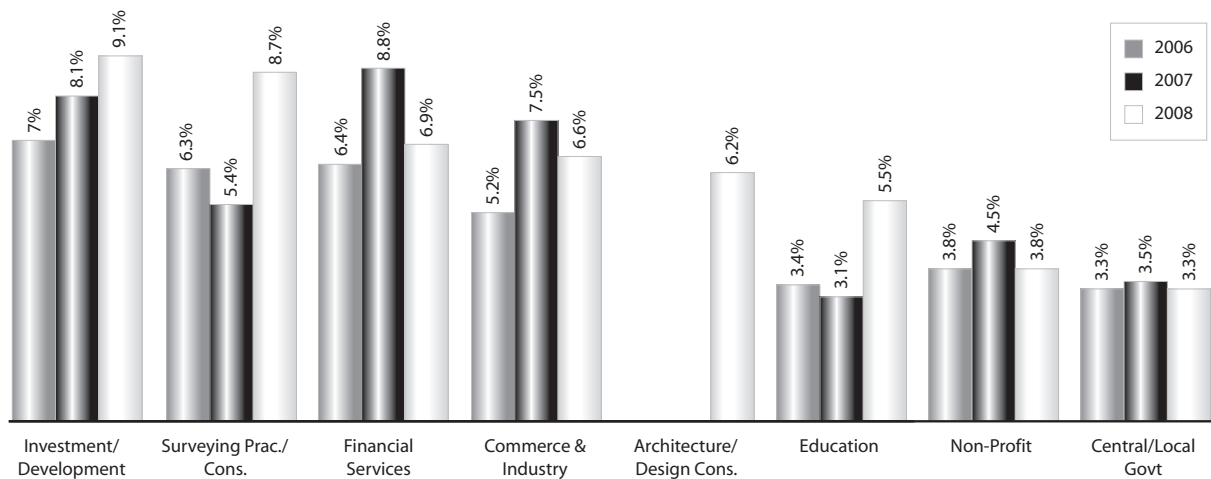
(* small sub-samples:<100). Table excludes data from those categories with the smallest sub-groups in 2006 and 2007 (less than 20 respondents), i.e. Facilities Management Consultant (13), Minerals (12)

(c) Average Increase: Level of Responsibility



Base: All giving an answer (2006: 5256, 2007: 4778, 2008: 6758)

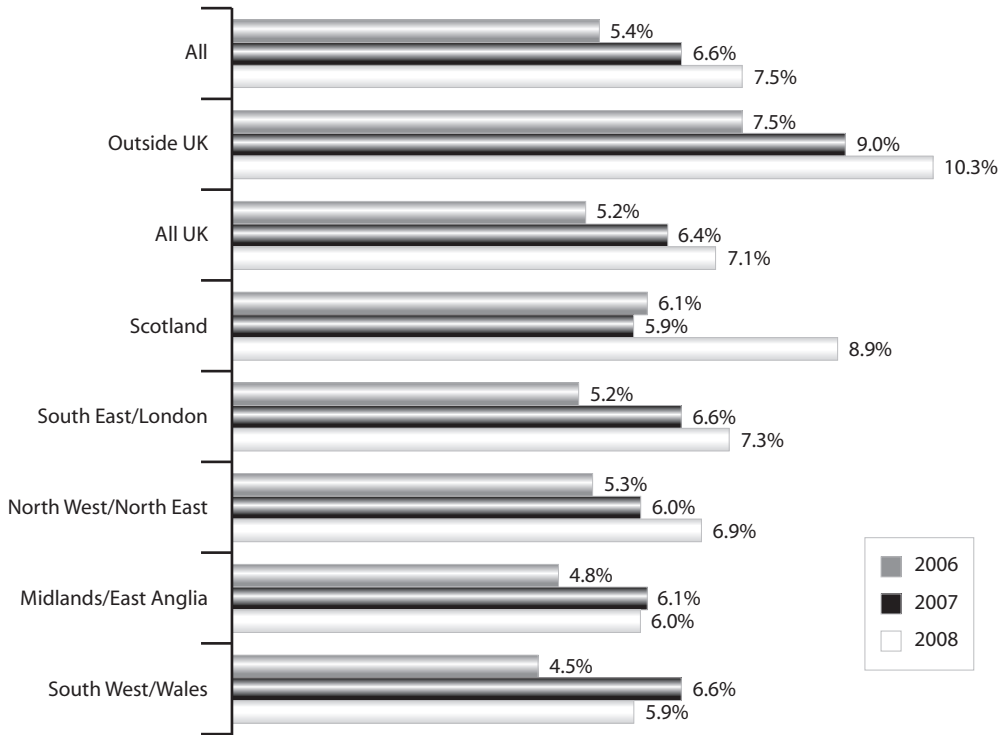
(d) Average Increase: Sector



Base: All giving an answer (2006: 5256, 2007: 4778, 2008: 6758)

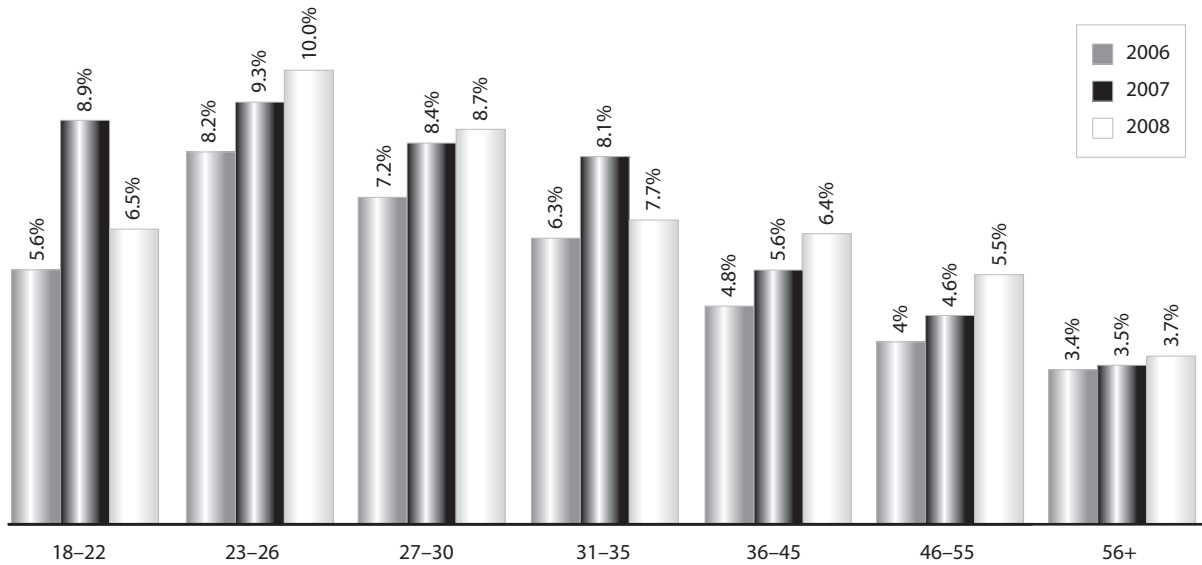
Architecture / Design Consultancy added as a specified sector in 2008

(e) Average Increase: Region



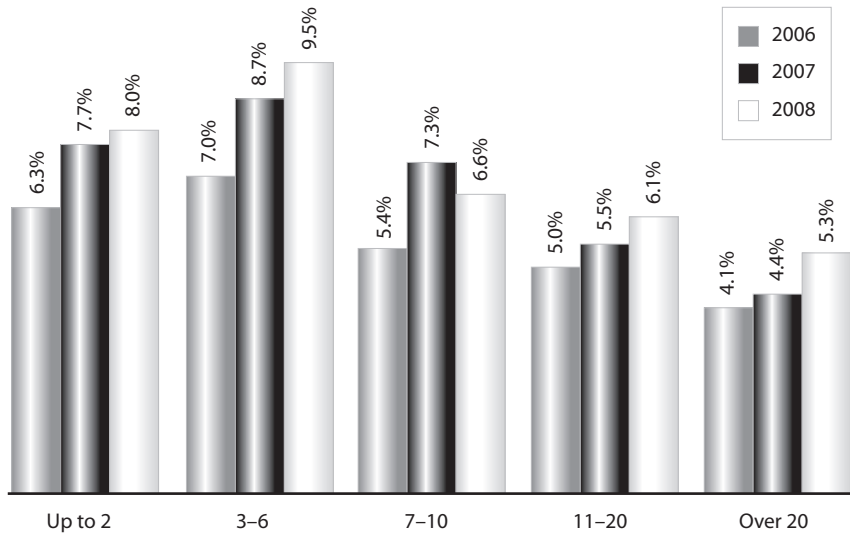
Base: All giving an answer (2006: 5256, 2007: 4778, 2008: 6758)

(f) Average Increase: Age



Base: All giving an answer (2006: 5256, 2007: 4778, 2008: 6758)

(g) Average Increase: Years' Experience



5 Satisfaction with current salary

5.1 Overview

The majority of Survey participants (71%, down 2% since 2007) are fairly (59%) or very satisfied (12%) with their current salary; however, 29% say that they are not satisfied.

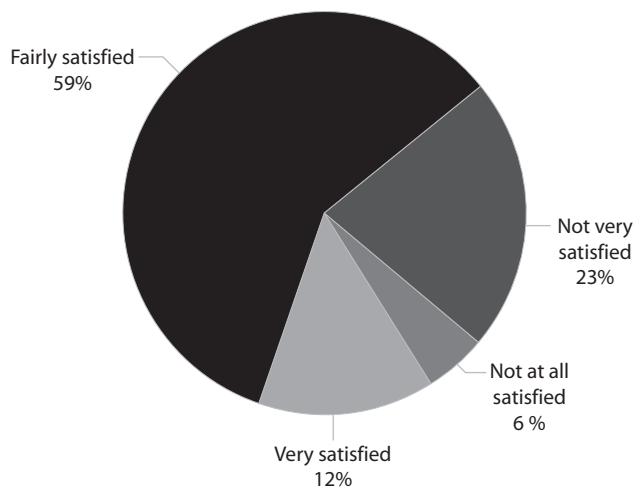
Those most satisfied with their salaries (80%+ very / fairly satisfied) are in: Minerals (85%), Claims & Dispute Resolution (84%), Facilities Management Consultancy (84%), Facilities Management Service Provision (83%), Residential Development (83%), Fund Management (81%) and Construction Contract Management (80%). Those least satisfied (less than two-thirds very / fairly satisfied) are in Environmental (59%), Rural Practice (62%), Investment Brokerage (64%), In-House Facilities Management (65%), General Practice (65%), Industrial Agency (66%) and Residential Agency (66%).

Perhaps unsurprisingly, satisfaction with salary increases as the salary itself increases: 89% of those on the highest salaries (£60k+) are very / fairly satisfied with their salaries compared to only 47% of those in the lowest bracket (less than £20k).

Males (who tend to earn more) are more likely to express satisfaction than females (72% very / fairly satisfied versus 67%) and older respondents (who tend to earn more) are generally more satisfied than younger (78% of those 56+ compared to 65% of 18-30s).

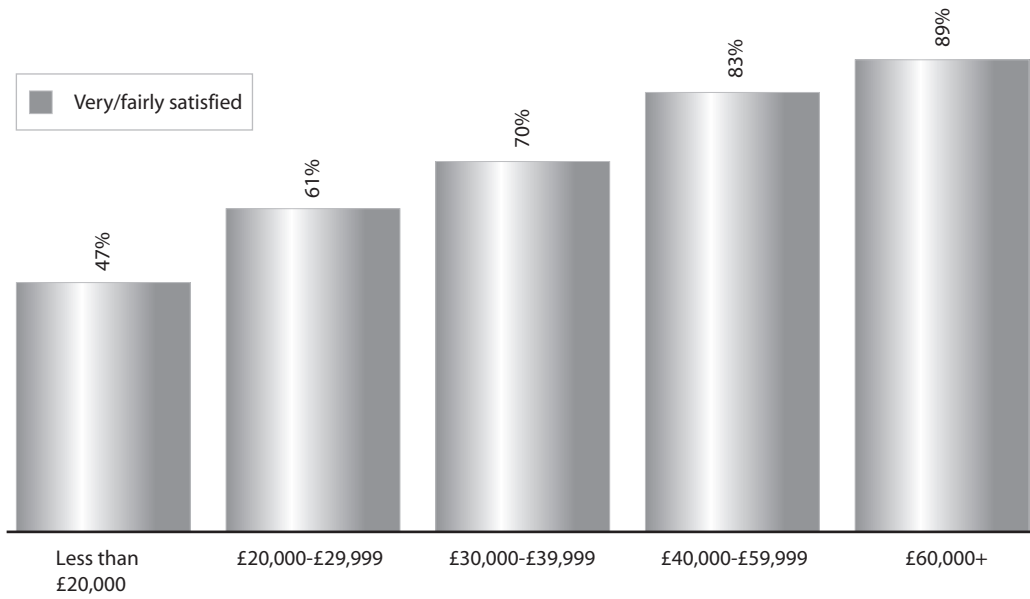
5.2 Charts

(a) Satisfaction with current salary



Base: All giving an answer: 6758

(b) Satisfaction with salary: Average salary



Base: All giving an answer (2008: 6758)

6

Bonuses Received (Over Last 12 Months)

6.1 Overview

59% of respondents received a bonus over the last twelve months (60% last year) and the average value of bonuses was £5,869. This represents a 38% decrease compared to 2007 bonuses (when average bonuses were £9,411). As with salaries, it should be noted that the decrease in average bonuses is at least partly driven by a difference in the sample profile this year. As well as a younger, less experienced profile, the four activities with the highest bonus levels (Investment Brokerage, Property Finance, Fund Management and Commercial Development) accounted for only 7% of the sample this year (10% last year).

Bonuses in 2008 represented only 14% of the average salary, compared to 21% last year.

Among those who mainly work in the UK, 58% (down from 60% in 2007) received a bonus and the average was £5,405 (down by 41% since 2007, when average bonuses rose by 49% compared to 2006). Among those working outside the UK, 64% report receiving a bonus (down from 65% last year) and bonuses averaged £9,316 (which represents a drop of 18% since 2007). The highest bonuses were received by participants in the Americas (£16,742), Continental Europe (£15,435) and Greater London (£8,853). The lowest bonuses were received in Africa (£2,410) and South West / Wales (£2,977).

Bonuses are most likely to have been received (over three-quarters of employees) by those working in Minerals (100%, but, note, small base of 20), Fund Management (91%), Investment Brokerage (86%), Industrial Agency (81%) and Retail Agency (76%).

The highest average bonuses (over £15,000) were received among those involved in Fund Management (£33,465), Investment Brokerage (£27,032), Commercial Development (£18,461), Property Finance (£17,363) and Corporate Property Consultancy (£15,713). A further three professions report average bonuses of over £10,000, Residential Development (£12,237), Research (£11,361) and Residential Agents (£10,373). However, even for those working within these activities, with the exception of Fund Management, bonuses were lower than last year, particularly for Investment Brokerage and Property Finance, which saw average bonuses in excess of £40,000 in 2007.

Building Control (24%) and Academics (29%) and were least likely to get a bonus. The lowest average bonuses (less than £2,000) were in Building Control (£615), Environmental (£1,492) and Rural Practice (£1,635).

As with salaries, males continue to receive significantly higher bonuses than females (£6,752 compared to £2,584). The average female bonus has fallen at a sharper rate than the average male bonus, females taking home a 54% lower bonus this year versus 2007, compared to 34% lower for men. This has had an effect of widening the gap between the genders, after a narrowing last year.

This puts the average total male package (salary plus bonus) at just under £50k, while females earned just under £38k. To some extent, this is a reflection of the different profiles by gender, reported earlier (i.e. females tend to be younger, with fewer years' experience and in lower levels of employment).

By age, bonuses are most likely to be received by those aged 27-45 (63% received bonuses in this age group). As last year, the highest average bonuses were received within the 36-45 age group (£9,736 versus £14,116 in 2007) and the lowest among those aged 18-22 (£633, versus £1,159 in 2007).

As reported last year, bonus levels generally increase with experience. However, the highest bonuses are received by those with 11-20 years' experience, and tail off slightly after this.

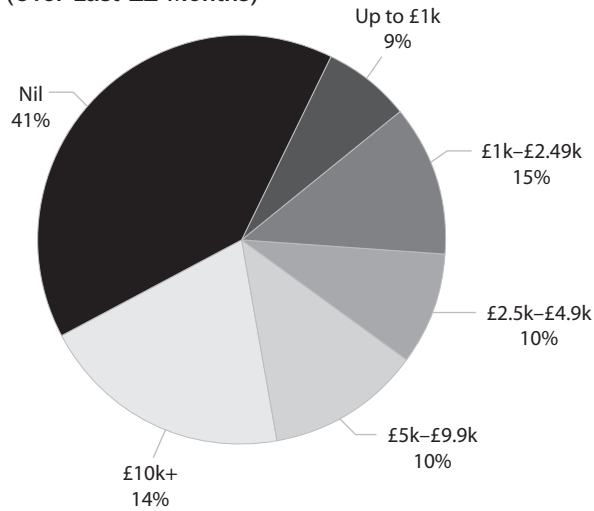
Bonus levels are more congruent with salary. Those earning the highest salaries receive the highest bonuses (salary less than £20,000: average bonus £1,031; salary more than £60,000: average bonus £23,682).

Of those receiving a bonus, 66% said that this is awarded on a discretionary basis (up from 61% in 2007), and 34% according to strict measurable objectives (down from 39% in 2007).

Those with more experience are again more likely to be allocated their bonuses depending on strict measurable objectives, which probably explains the fall in this figure this year, as the profile in 2008 is less experienced than in 2007. 26% of those with less than two years' experience are awarded bonuses depending on measurable objectives, compared to 47% of those with more than 20 years' experience.

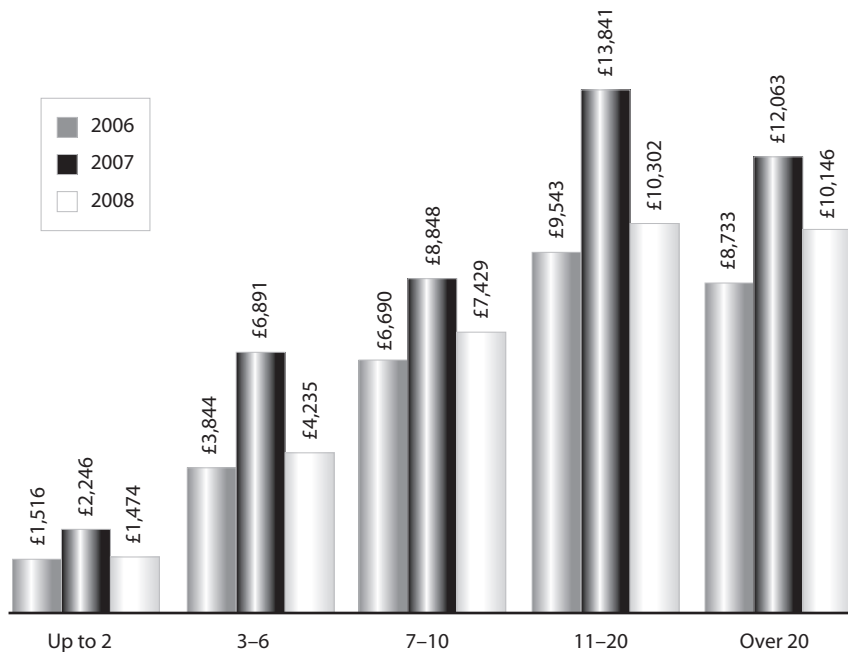
6.2 Charts

(a) Bonuses Received (Over Last 12 Months)



Base: All giving an answer: 6579

(b) Average Bonus: Years' Experience



Base: All giving an answer (2006:5124, 2007: 4657, 2008: 6579)

(c) Average Bonus: Prime Professional Activity (Ordered by average bonus 2008)

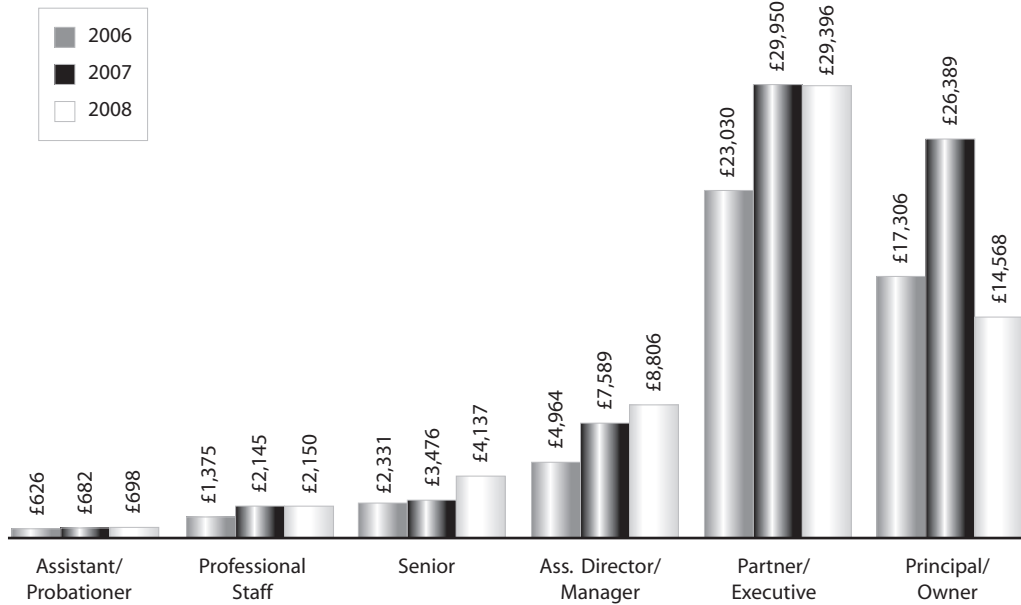
	Average Bonus £ p. a.		
	2006	2007	2008
All participants	6,721	9,411	5,869
Fund Management	33,626*	32,371	33,465*
Investment Brokerage	36,852*	43,359	27,032
Commercial Development	15,594	22,543	18,461
Property Finance	34,417*	42,851*	17,363*
Corporate Property Consultancy	12,043*	16,513*	15,713*
Residential Development	12,465*	16,329*	12,237
Research	6,507*	11,812*	11,361*
Residential Agent	5,593*	10,442*	10,373*
Office Agent	11,891*	18,851*	9,220*
Retail Agent	27,567*	16,933*	8,988*
Valuation	9,786	9,766	8,405
Rating	8,733*	9,150*	8,096*
Property / Asset Management	10,207	11,999	7,725
Industrial Agent	n/a	15,493*	7,569*
Architecture / Design	n/a	1,879*	7,119
Construction Contract Manager	2,933*	4,523*	5,657*
Project Management	5,413	5,472	5,451
Landlord & Tenant	7,621	10,866*	5,247
General Practice	8,108	8,284	5,203
Minerals	n/a	n/a	5,121*
Planner	4,007	3,581	4,987
Claims & Dispute Resolution	5,419*	4,762*	4,681*
Regeneration	3,336*	4,753*	4,287*
Facilities Mgmt (Service Provider)	4,047	4,518	3,781*
Estates Surveyor (In House)	2,364	6,941	3,107
Academic	902*	997*	2,955*
Facilities Management Consultant	n/a	n/a	2,798*
SHE / Health & Safety	1,408	3,156*	2,665*
Geomatics	2,341*	1,638*	2,370*
Facilities Management (In House)	3,286	5,208	2,336
Building Surveying	2,482	3,081	2,274
Quantity Surveyor	3,353	3,608	2,168
Rural Practice	2,814	3,013	1,635
Environmental	1,860*	8,675*	1,492*
Building Control	773*	545*	615

Base: All giving an answer (2006: 5124, 2007: 4657, 2008: 6579)

(* small sub-samples:<100)

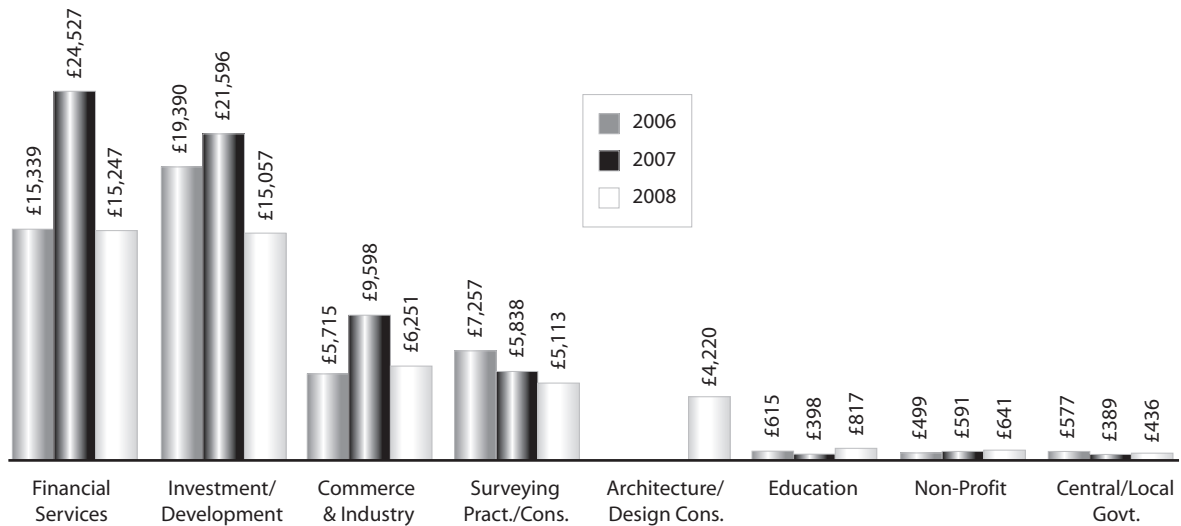
Table excludes data from those categories with the smallest sub-groups in 2006/7 (less than 20 respondents), i.e. Facilities Management Consultant (13), Minerals (12)

(d) Average Bonus: Level of Responsibility



Base: All giving an answer (2006: 5124, 2007: 4657, 2008: 6759)

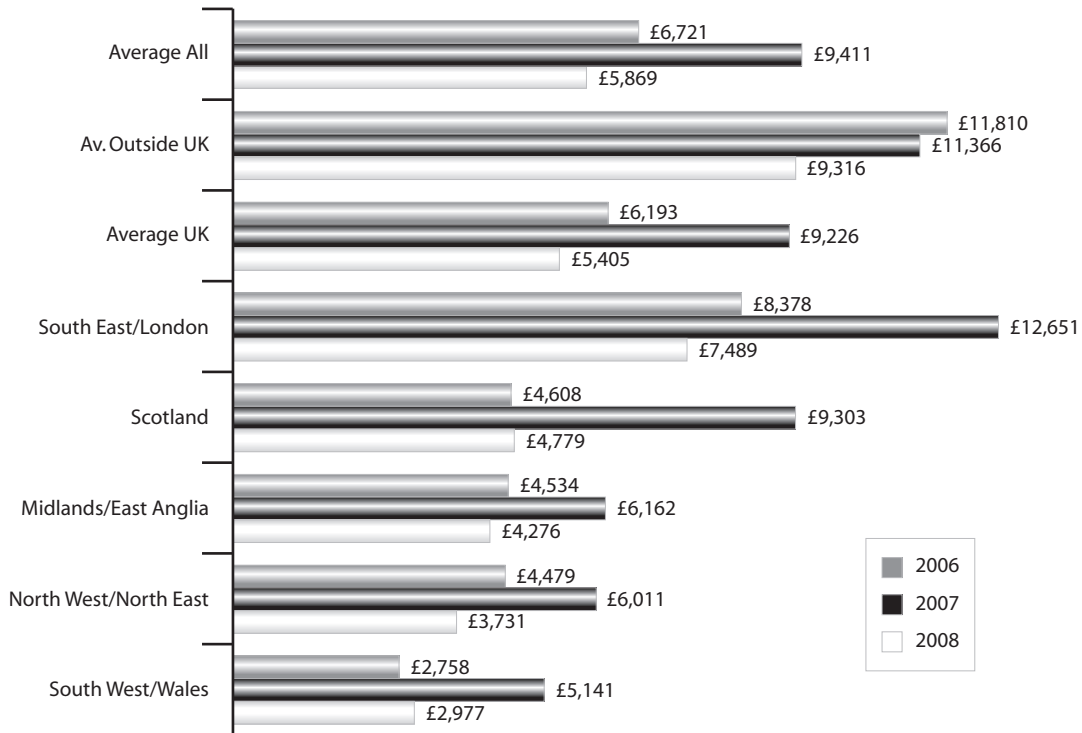
(e) Average Bonus: Sector



Base: All giving an answer (2006: 5124, 2007: 4657, 2008: 6759)

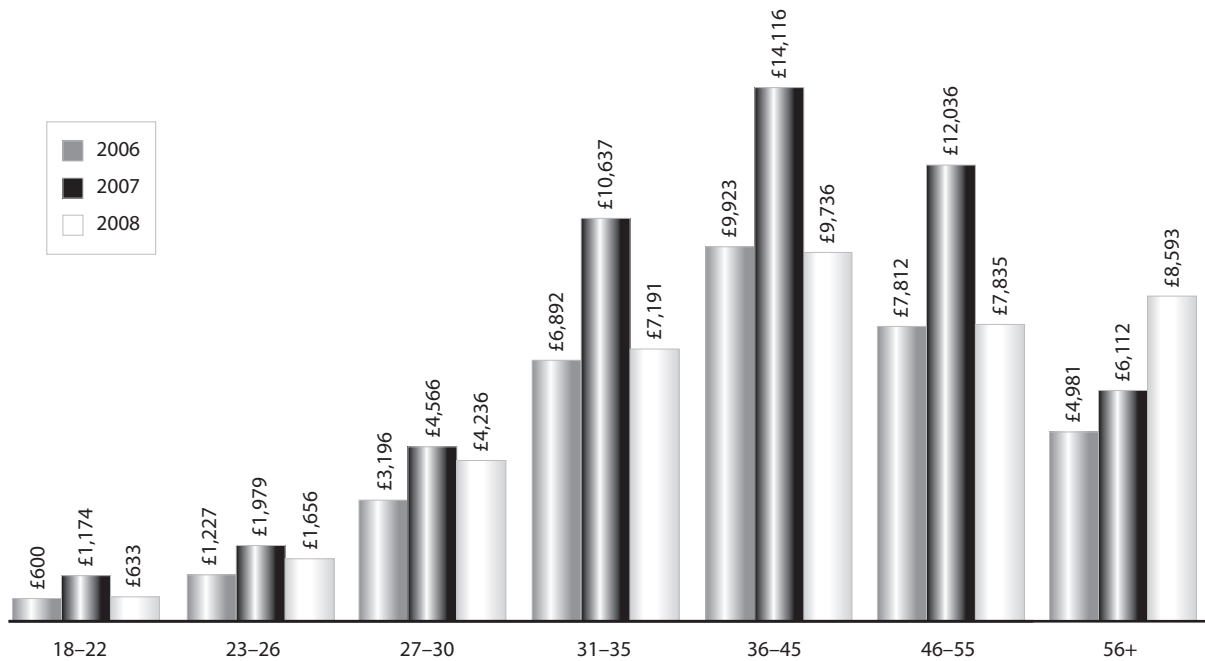
Architecture /Design Consultancy added as a specified sector in 2008

(f) Average Bonus: Region



Base: All giving an answer (2006: 5124, 2007: 4657, 2008: 6759)

(g) Average Bonus: Age



Base: All giving an answer (2006: 5124, 2007: 4657, 2008: 6759)

Benefits Included in Employment Package

7.1 Overview

The majority (95%, no change) receive some form of additional benefits as part of their package. The most frequently mentioned benefits (received by over a half) are: Professional Membership fees (57%, added in 2008), a Mobile phone (57%, down 4% from 2007), Contributory pension (55%, down 3%), Health insurance (46%, down 5%) and Performance related bonus (42%, down 5%). In fact, the incidence of all benefits has fallen slightly since last year, with the exception of Luncheon Vouchers (remain at 5%) and Paid overtime (up 1% to 8%). This general fall in benefits received is likely to be driven by the higher proportion of Assistants / Probationers. The drop in incidence of Performance related bonuses echoes the decreased bonus figures reported earlier.

Continuing a trend shown in 2006 and 2007, more in the industry receive a company car allowance than a company car. Now just 24% (4% down from 2007) have a company car, having fallen from 50% in 2000. Almost one third now have a car allowance (30%, down 2% since 2006, but up from only 16% in 2000).

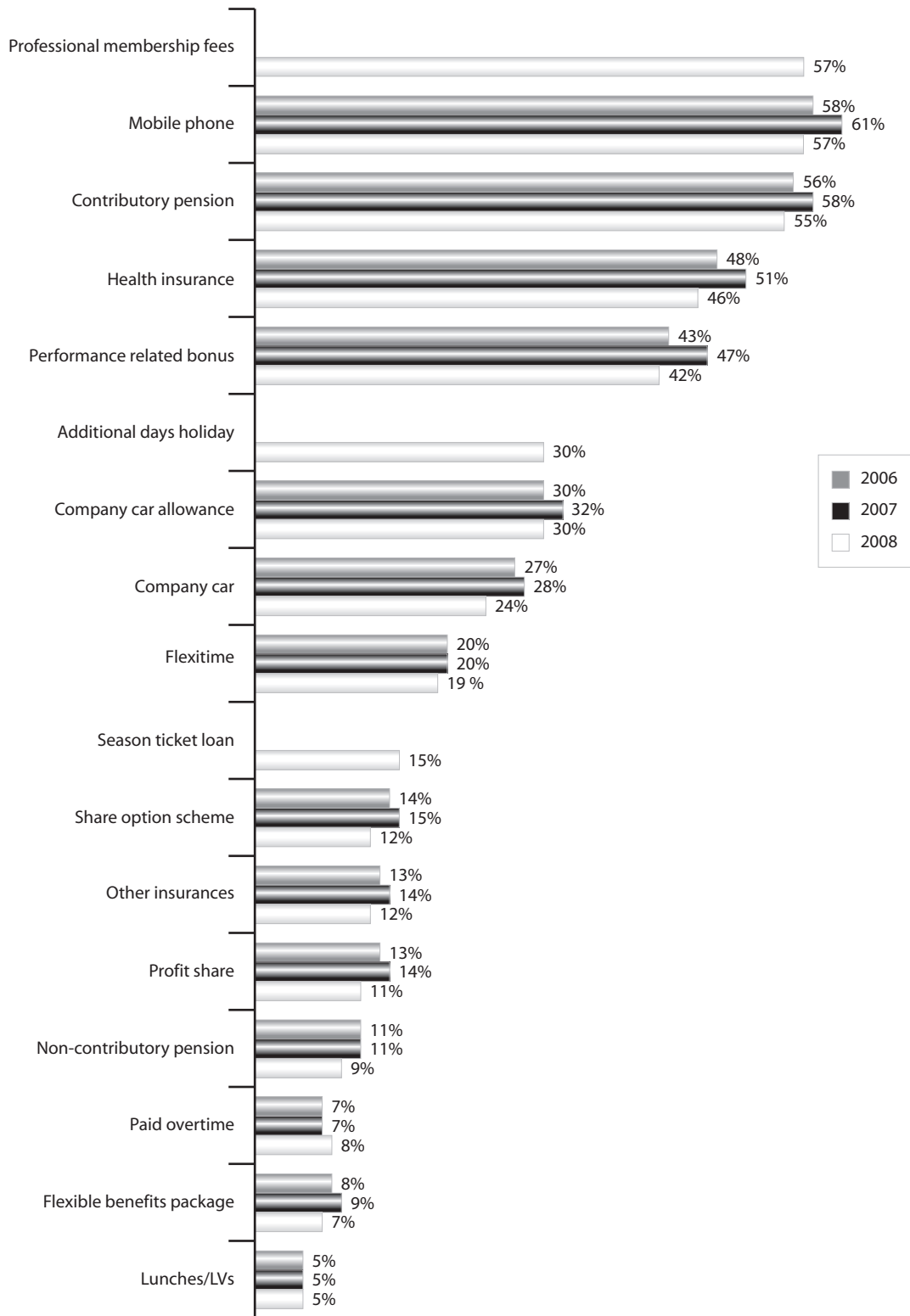
In addition to the main benefits shown on the chart overleaf, 7% mentioned other benefits, covering a range of additions. One of those that was mentioned by quite a number of participants, and is maybe on the increase in these health-conscious times, is membership or subsidy for a gym or health club.

42% say they have received a new benefit this year. New benefits received are most commonly a Mobile phone (13% of all respondents), Additional days holiday (11%), Professional membership fees (10%), Health insurance, Performance related bonus, Contributory pension (each 9%), Company car allowance (7%) and a Company car (6%).

Males are more likely to receive benefits than females (95% of males receive benefits compared to 93% of females). Males are more likely to receive most benefits than females. In fact, although last year females were as likely to have a company car allowance as males, this year males are more likely (31% versus 24%). Perhaps in relation to this, females are more likely to take a season ticket loan (18% versus 14% of males). Other exceptions are a Contributory pension (females 1% more likely to receive) and Flexitime (equal at 19% for the genders).

7.2 Charts

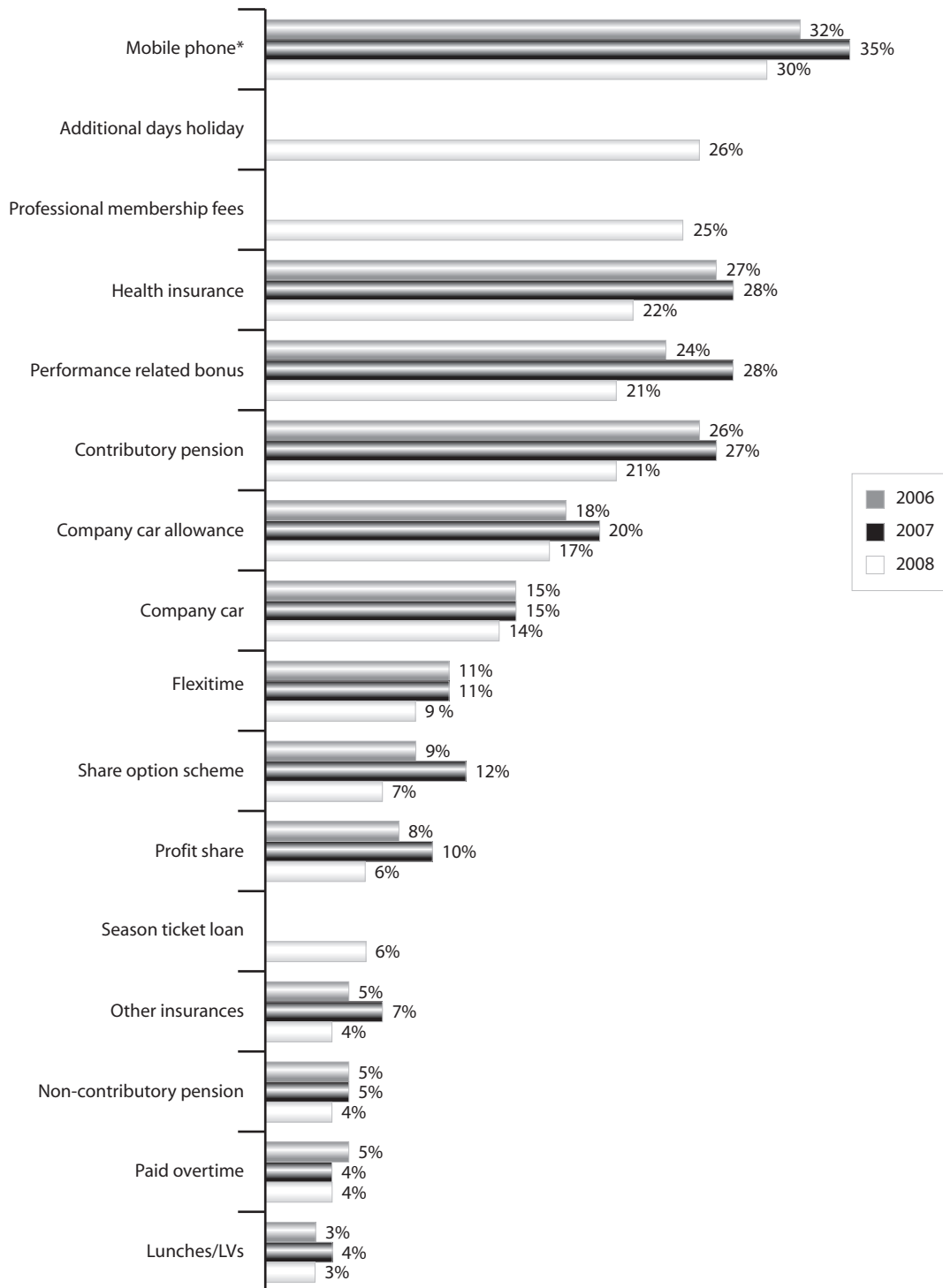
(a) Benefits Included in Employment Package



* NB. Professional membership fees, Additional days holiday and Season ticket loan not included before 2008

Base: All participants answering (2006 5256, 2007: 4778, 2008: 6758)

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



Base: All saying have received a new benefit within the last year (2006: 1747, 2007: 1587, 2008: 2613)

8 Areas Important in Current Roles

8.1 Overview

Regarding attitudes to their job and current employer, the issues which are the most important to property professionals continue to be Salary (61% very important, no change from 2007), and having a Range of interesting work, which has actually fallen slightly to second place this year (59% very important, down from 62% in 2007 and 64% in 2006).

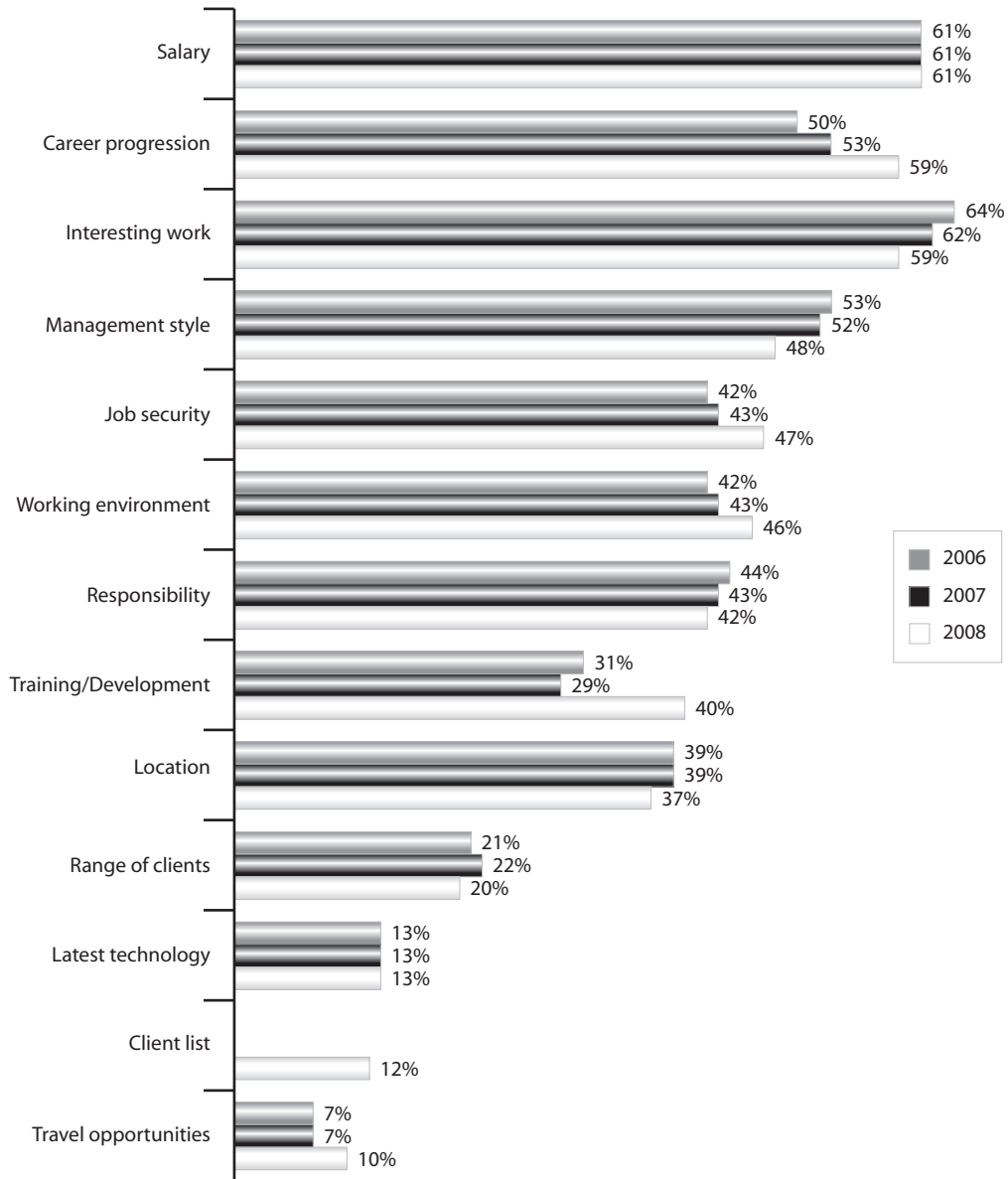
Career progression is more important at the total level this year (59% versus 53% in 2007 and 50% in 2006), taking joint second place with interesting work. The increase for Career progression is primarily driven by the younger and less experienced respondent profile: it is much more important for those under 30 (78%, compared to only 43% amongst over 30s), and those with under 7 years' experience (74% versus 41% with 7+ years' experience). In a similar vein, the importance of Training and development has also increased this year, from 29% to 40%, again reflecting the younger, less experienced respondent profile.

Despite Management style increasing in importance over recent years, the slight decline of 1% noted last year has continued this year, with this issue dropping a further 4% to 48%, the lowest level seen since 2002.

Once again, the least important aspect of current job roles is Opportunities for travel: only 10% say it is very important (up 3%).

The issues which are most important to the women who participated in the survey differ to those which are most important to the men. The main difference between women and men is that women are more likely than men to regard all of the top nine issues as important, with the exception of salary, which men consider more important than women (62% very important versus 57%). As a result, Salary is the most important issue for men, whereas it is equal third for women. Women instead place Interesting work at the top of their list (at 62% versus 48% amongst men). Other issues on which women place greater importance than men are: Training / development (50% very important vs. 37%), Working environment (56% vs. 44%) and Management style (57% vs. 45%).

% Saying Very Important To Their Job



Base: All participants (2006: 5329, 2007: 4841, 2008: 6758)
 Client list added as a factor in 2008

8.2 Holiday Entitlement

Whilst most property professionals (80%) say that they utilise their full annual holiday entitlement, one in five (20%, down 3% since 2007) do not do so.

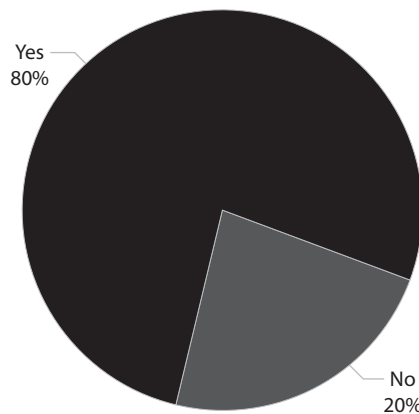
By activity, those least likely to use their full entitlement (over a third) are in: Claims & Dispute Resolution (49% do not use their full entitlement), Facilities Management Consultancy (40%), Investment Brokerage (39%) and Academia (35%). Conversely, those most likely to use it to the full (85%+ using their full holiday entitlement) are in: Retail Agency (90% use all their entitlement), Landlord & Tenant (89%), Building Control (88%), Corporate Property Consultancy (86%), Minerals (85%) and Building Surveying (85%).

There are also key differences according to demographics: women are more likely to use their full entitlement than men (87% vs. 78%, both up 3% on 2007). Age also strongly correlates with usage of holiday entitlement, with usage steadily declining with age. 85% of 18-22s use their full entitlement, compared to 74% of those aged 56+. This could be related to the number of days holiday entitled to, with the proportions receiving extra days holiday as a benefit also increasing steadily with age (with the exception of those aged 56+).

Respondents working overseas are significantly less likely to use their holiday entitlement than those working domestically (63% compared to 82% in the UK). There is little differentiation between UK regions, although those most likely to use their full holiday entitlement are based in the South East and North West / North East (both 83%). The least likely to use their full allocation are those based in Oceania / Australasia (61%), Americas (59%), Africa (59%) and Asia (56%).

Differences are also particularly apparent between levels of responsibility. Only 59% of Principals / Owners and 67% of Partners / Executives use their full holiday allocation, compared to 85% of both Assistants / Probationers and Professional Staff.

Do you utilise your full annual holiday entitlement?



Base: All currently employed: 6758

8.3 Working hours

Respondents tend to work fairly long hours, the average working week being 44 hours. Almost 2% work more than 60 hours a week.

The longest hours are worked by those in Facilities Management Service Provider (49 hours a week), Construction Contract Manager (49), Fund Management (48), Claims & Dispute Resolution (47), Property Finance (47), Retail Agent (47) and Investment Brokerage (47). The shortest hours are worked by those in Building Control (39 hours) and Rating (40)

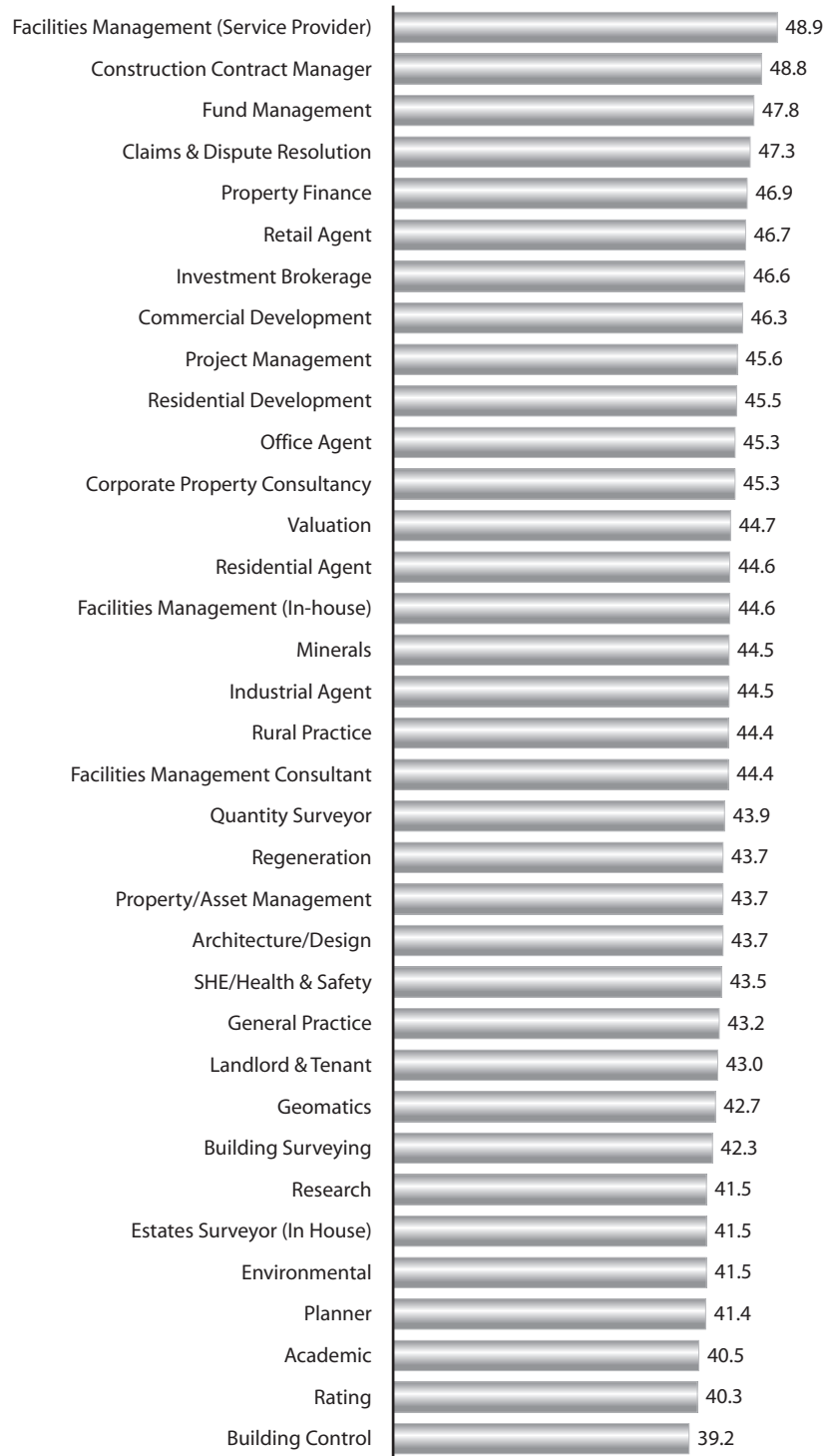
By sector, the longest hours are worked by those in Commerce & Industry (47), Investment / Development (46), and Financial Services (46). The shortest are worked by those in Central / Local Government (39) and Non-profit making organisations (41).

Males tend to work longer hours than females (perhaps related to their more senior positions): 44 hours compared to 42. Those outside the UK tend to work longer hours (average 48 hours compared to 43 in the UK).

Perhaps unsurprisingly, those earning the highest salaries work the longest hours: those earning £60,000+ work an average 49 hours compared to an average 41 hours for those earning less than £20,000. Related to this is the fact that those in more senior positions work longer hours (Principals / Owners 46 hours, Partners / Executives 49, Associate Directors / Managers 46).

There is not a clear link between job satisfaction and hours worked. With the exception of those working in Facilities Management Service Providers and Claims & Dispute Resolution, those working the longest hours (Facilities Management Service Provider, Construction Contract Manager, Fund Management, Claims & Dispute Resolution, Property Finance, Retail Agency, Investment Brokerage) are not more likely to be dissatisfied in their job. In fact, Retail Agents and Fund Management are amongst the most satisfied.

Average working hours



Base: All currently employed: 6758

8.4 Job satisfaction

Most property professionals express satisfaction with their present job – 87% are at least ‘fairly satisfied’ (up 1% on 2007) and 28% say that they are very satisfied (down 1% on last year). Nevertheless, this leaves 13% who are ‘not very’ or ‘not at all’ satisfied.

Interestingly, the youngest respondents are the most satisfied with their current job – 92% of 18-22s are very / fairly satisfied (37% very), versus 86-88% for all other age groups. However, when looking at the highest level of satisfaction those aged 56+ are the most likely to be very satisfied (39%).

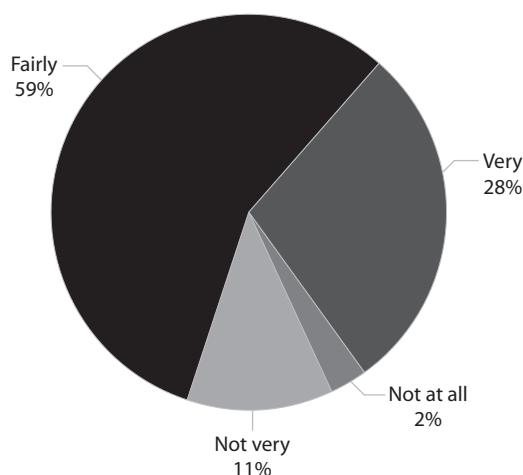
Those at higher organisational levels are more likely to express satisfaction – 89% of Principals / Owners and 92% of Partners / Executives are very / fairly satisfied (although 51% of Principals / Owners are very satisfied versus 44% of Partners / Executives), compared to 86% of Assistants / Probationers, 85% of Professional Staff and 86% of Seniors.

Unsurprisingly, given the importance of salaries, those with the highest salaries also express high levels of satisfaction. 92% of those earning over £60,000 are very / fairly satisfied (including 40% very satisfied) compared to only 84% of those earning under £20,000 (only 27% very satisfied).

Satisfaction varies greatly by professional activity. Those most likely to be satisfied (90%+ very / fairly) are those working in Office Agency (99%), Facilities Management Consultancy (96%), Commercial Development (93%), Fund Management (93%), Rural Practice (90%), Minerals (90%) and Construction Contract Management (90%). Those least satisfied (under 80% very / fairly satisfied) work in In-house Facilities Management (75%), Research (78%), Academia (78%), Environmental (78%) and Regeneration (79%).

Geographically, there is limited variation in relative satisfaction levels. Most satisfied are those in the Americas (92% very / fairly - 36% very satisfied). Least satisfied are those working in Africa (79%), Oceania/Australasia (83%) and Continental Europe (84%).

Satisfaction with current job



Base: All currently employed: 6758

9 Likely Reasons for Leaving Present Employer

9.1 Overview

Interestingly, given the lower average salary reported this year, when asked 'If you were to leave your present employer, what would your reasons be?', the offer of a better salary is more likely than ever to be the impetus for changing job, being cited by 73% (against 66% in 2007). This reflects the fact that salary is regarded as the most important aspect of a job.

The second most likely reason for leaving the present employer is better career prospects (53%, a 1% increase since 2007), followed by a better benefits package, which has also increased in importance (41%, up 3% since 2007). Despite remaining the fourth driver for change, management style has decreased slightly this year to 30% (down 1%). Working in a different country is now the fifth most likely reason for leaving a job, having increased by 7% since last year, to 25%.

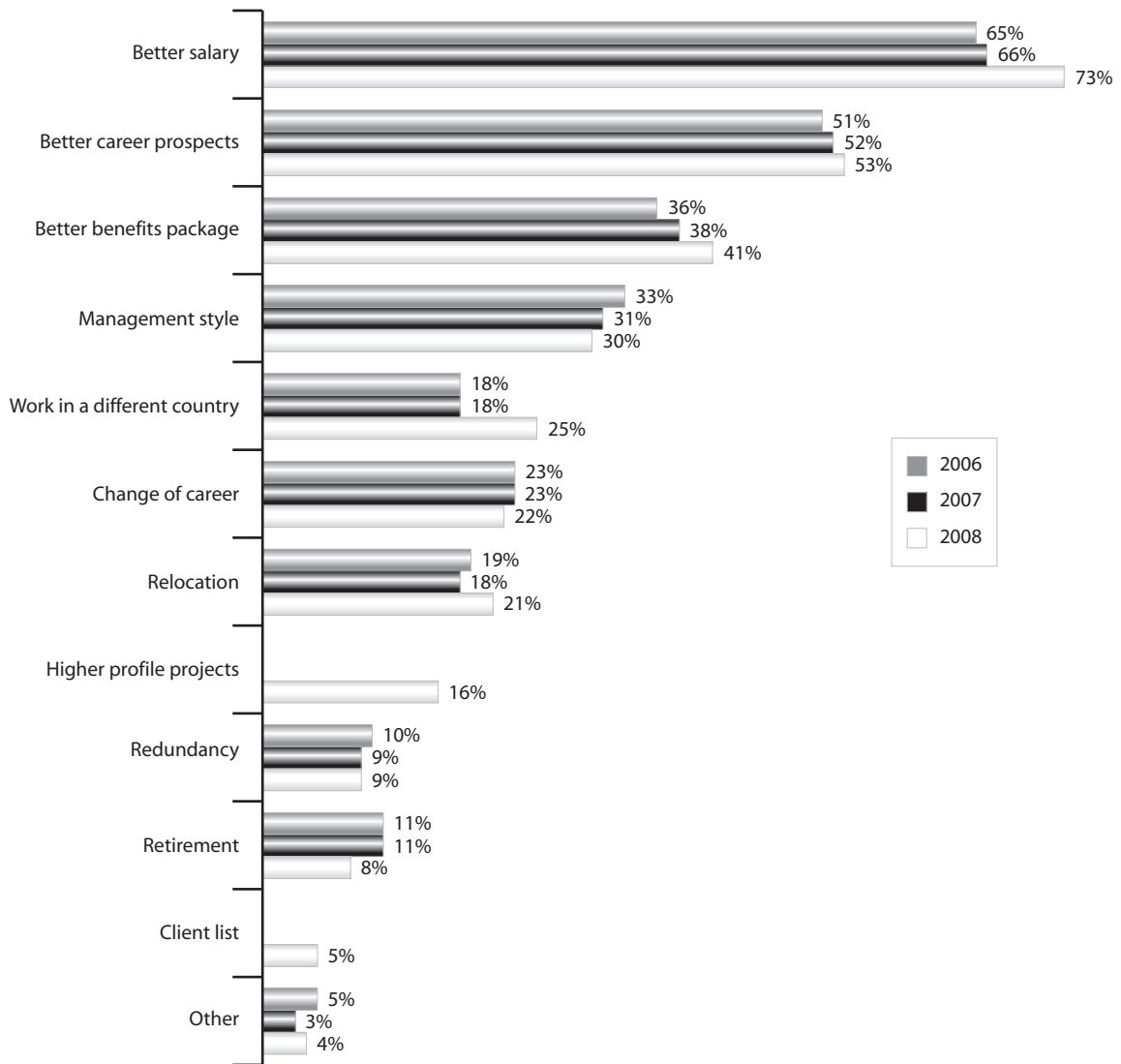
Other commonly cited reasons for leaving an employer include seeking a career change (22%), relocation (21%) and higher profile projects (16%).

Despite their differing views on what is important in a job, as discussed earlier, men and women continue to agree on the top four things that would make them change employer: salary, career prospects, benefits package and management style. However, although working in a different country is fifth for men (25%), it is sixth for women (24%), who are more likely to consider relocation as a motivation (26% versus 20% for men)

Drivers for change differ notably across the age groups. Among the 56+ age group, not surprisingly, retirement is the most common reason for leaving an employer (63%), followed by better salary (43%). Unsurprisingly, career prospects drop in importance, being mentioned by only 12%. Better salary is the top driver for all other age groups, and better career prospects comes second for all but those aged 46-55, for whom better benefits and management style are relatively more important. However, the influence of management style increases with age, being ranked fifth for under 30s, fourth for 30-45s, and third for 46-55s. Conversely, the lure of working in a different country declines with age. Although it is the fourth most influential driver for under 30s, the appeal drops, particularly for those over 35.

There is no difference between the ranking of the top five drivers of change for those working within and outside the UK. However, unsurprisingly, although working in a different country is the fifth most common driver of change for both groups, it is far more prevalent amongst those working outside the UK (41% versus 23%).

Reasons For Leaving Present Employer - % Saying



Base: All giving an answer (2006: 5256, 2007: 4778, 2008: 6758)
 Higher profile projects and Client list added in 2008

9.2 Likelihood to change employers in the next 12 months

When asked ‘How likely are you to change employers within the next 12 months?’, 69% said they are not very or not at all likely (down 1% from last year). 11% said that they are very likely to change employers – down 1% compared to last year.

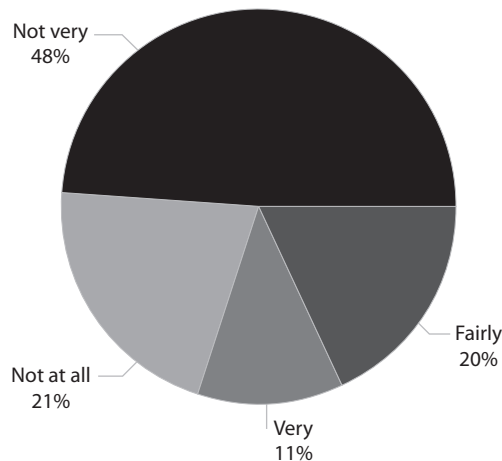
Unsurprisingly, given that salary has been identified as an important driver of change, those most likely to change their employer in the next year are those with the lowest salaries: 38% of those earning less than £20,000 are planning to change their job this year (very or fairly likely) compared to only 26% of those earning more than £60,000.

Seniors and Professional staff are also the most likely groups to intend to change job in the next year (37% and 35% respectively very / fairly likely). Similarly, those aged 27-35 and those with between 3 and 10 years’ experience are the most likely to consider a change. (35% and 36% respectively).

Female respondents also expressed a greater likelihood of change than their male counterparts (35% and 30% respectively are very / fairly likely to change).

As last year, those involved in Facilities Management, whether in-house or service providers, are the most likely to be thinking about changing employer (53% and 54% very or fairly likely). The next most likely group is those working in Research (50%). Conversely, those least likely to be thinking about change are those working in Rating (81% not very / at all likely), Minerals (80%, but note small base of 20), and Retail Agency (79%).

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



Base: All currently employed: 6758

10 Anticipated changes in Economic Activity over the next 12 months

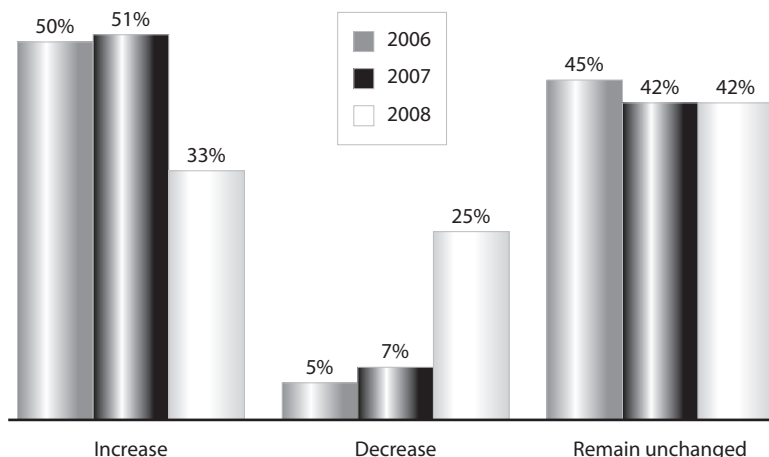
Given the recent global economic uncertainty, it is not surprising that there has been a large increase in the proportion of those who anticipate that economic activity in their chosen professional activity will decrease in the next twelve months (25% versus 7% in 2007). Conversely, there has been a large decrease in the proportion who predict an increase in economic activity (51% in 2007 down to 33% 2008).

The most pessimistic are those in Investment Brokerage (59% predicting a decrease), Fund Management (54%), Industrial Agency (51%), Residential Agency (50%), Property Finance (48%), Retail Agency (48%), Commercial Development (42%), Rating (41%) and Residential Development (40%). Those professional activities where an increase is most commonly anticipated are: Facilities Management Consultancy (59%), Environmental (59%), Claims & Dispute Resolution (53%), Facilities Management Service Provision (52%), Construction Contract Management (48%) and Geomatics (46%).

As reported last year, younger respondents are more optimistic than older: 45% of 18-22 year olds anticipate an increase in economic activity, compared to 30% of those aged over 56.

It is also worth noting that those working within the UK are more likely to anticipate a decrease in economic activity in the next 12 months than their overseas counterparts (28% UK versus 11% overseas). Those in the Middle East, Africa and Asia are particularly optimistic about their profession's economic prospects (75%, 74% and 60% respectively anticipating an increase).

Anticipated changes in Economic Activity over the next 12 months



Base: All participants (2006: 5329, 2007: 4841, 2008: 6920)

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

	% anticipated increase in economic activity
All participants	33
Environmental	59
Facilities Management Consultant	59
Claims & Dispute Resolution	53
Facilities Management (Service Provider)	52
Construction Contract Manager	48
Geomatics	46
Quantity Surveyor	44
SHE / Health & Safety	43
Facilities Management (In House)	42
Academic	41
Minerals	41
Research	38
Planner	37
Project Management	37
Architecture / Design	34
Rural Practice	32
Building Surveying	31
Regeneration	30
Property / Asset Management	28
Property Finance	28
Residential Agent	28
Estates Surveyor (In House)	27
Commercial Development	24
Office Agent	23
Valuation	23
Residential Development	22
Building Control	21
Corporate Property Consultancy	21
Rating	21
General Practice	20
Fund Management	19
Landlord & Tenant	18
Investment Brokerage	16
Retail Agent	15
Industrial Agent	11

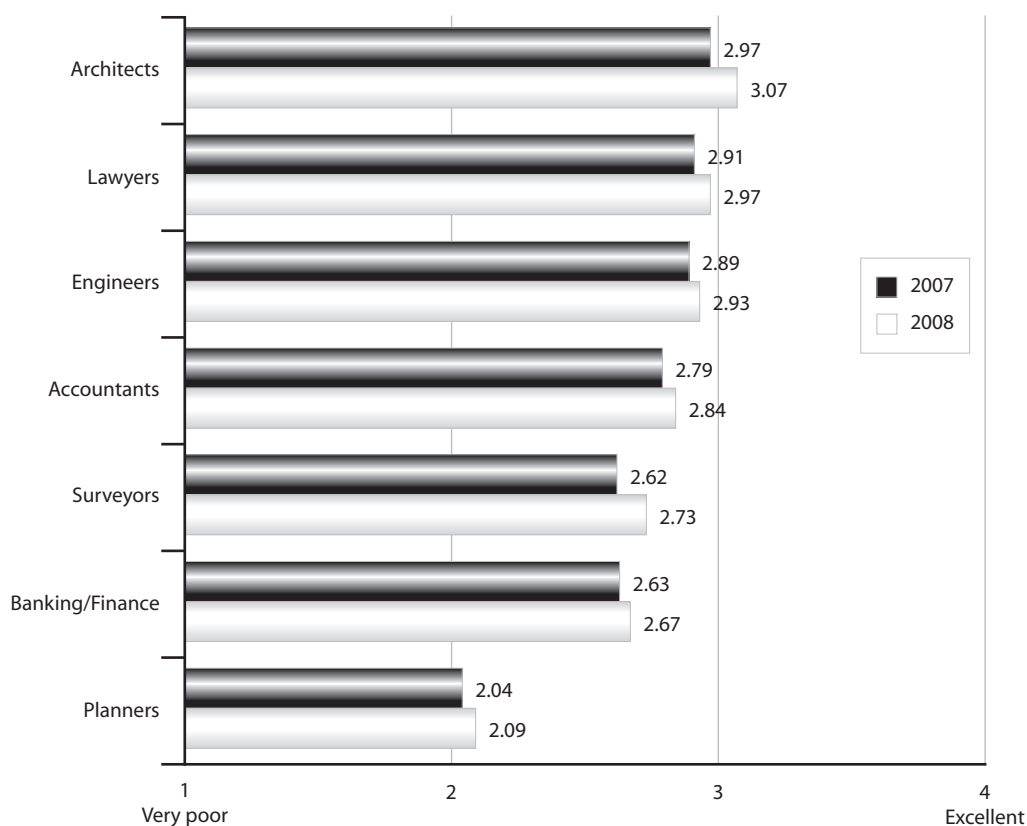
Base: All participants (6920)

11 Public perceptions of status

As last year, Architects are thought to have the best status amongst the public, followed by Lawyers, then Engineers and Accountants. This year, the relatively low perception of Surveyors has improved slightly (2.73 from 2.62 in 2007). Once again, Planners are perceived to have by far the lowest status amongst the general public, with only 3% believing them to have an “excellent” status. Only 9% believe Surveyors to have an ‘excellent’ status.

As last year, perceptions of Lawyers are more polarised than Architects. Although 34% of respondents think that Lawyers have an excellent status, compared to 28% of Architects, Architects actually score better overall.

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



Base: All participants (2007: 4841, 2008: 6758)

12 Summary tables

Average Salaries (excluding all benefits such as bonuses)

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

		MAIN PROFESSIONAL ACTIVITY																				
	Total	Academic	Building Surveying	Claims & Dispute Res	Commercial Dev	Construction Contract Mgr	Corporate Property Cons	Environmental	Estates Surveyor (In House)	Facilities Mgmt n-house	Facilities Mgmt n-house	FM Service Prov	Fund Management	Geomatics	General Practice	Industrial Agent	Investment Brokerage	Landlord & Tenant	Minerals	Office Agent	Planner	Quantity Surveyor
Total:	6704	44	793	45	183	58	93	37	248	25	116	68	94	86	310	52	113	121	20	71	130	1592
Total Base for stats Mean Score	6704 40787	44 34136	793 33444	45 61720	183 53999	58 56645	93 59475	37 39516	248 40690	25 53076	116 45650	68 46736	94 67152	86 33080	310 32158	52 29652	113 51400	121 38209	20 69409	71 32357	130 45880	1592 37092
Total UK Base for stats Mean Score	5920 40019	29 38800	775 33537	30 63218	155 53103	32 51132	78 60477	36 39458	234 40552	22 55277	109 45722	62 46130	76 66449	70 33509	298 31956	49 30255	89 42248	116 37291	18 66149	67 32604	125 46354	1340 37307
Total Elsewhere Base for stats Mean Score	784 46591	15 25119	18 29426	15 58726	28 58961	26 63431	15 54267	1 41600	14 43005	3 36933	7 44525	6 53000	18 70121	16 31206	12 37183	3 19807	24 85338	5 59488	2 98750	4 28225	5 34040	252 35951
London/South East Base for stats Mean Score	2422 45682	8 47438	264 39048	13 57579	66 56848	11 48727	47 68553	13 42215	78 48875	12 56842	62 51434	34 50807	66 67214	23 33957	98 34560	13 36615	58 44655	61 41385	2 41400	37 37766	67 51917	500 41870
South West/Wales Base for stats Mean Score	588 35064	4 37987	86 28392	2 68500	14 36770	2 37500	7 47143	3 33167	26 36865	2 102000	11 42909	8 43513	-	9 24107	30 28433	4 35875	1 30000	15 28744	2 33500	3 32500	7 51357	110 34424
E/W Midlands/East Anglia Base for stats Mean Score	961 36705	6 24183	129 31282	2 44100	22 46802	5 48055	6 74333	9 40767	63 38662	3 34167	11 36952	7 37757	2 56000	17 36061	63 35040	13 25885	6 35933	11 29081	9 92003	7 21193	18 39939	197 32301
North West/North East Base for stats Mean Score	1166 36374	7 45450	199 32372	7 64214	35 53100	5 55330	14 42840	8 37113	44 37202	4 46625	15 36852	10 39520	1 60000	11 28129	66 28763	17 28206	11 41773	25 36770	2 44000	12 24896	24 38725	270 33745
Scotland Base for stats Mean Score	551 34695	4 32625	72 29497	3 92333	14 54679	4 48875	3 37146	3 36133	22 35402	1 41000	8 35649	2 36500	7 63143	9 41356	32 28193	1 32000	10 34000	3 37000	2 42425	7 32071	8 35938	155 32916

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

	MAIN PROFESSIONAL ACTIVITY																GENDER		AGE						
	Total	Project Mgmt	Property Asset Mgmt	Property Finance	Rating	Regeneration	SHE	Research	Residential Agent	Residential Dev	Retail Agent	Rural Practice	Valuation	Building Control	Architecture	Other	Male	Female	18 to 22	23 to 26	27 to 30	31 to 35	36 to 45	46 to 55	56+
Total:	6704	357	427	88	57	56	36	32	70	130	52	251	528	188	114	19	5289	1415	307	1327	1417	975	1405	921	352
Total Base for stats Mean Score	6704	357	427	88	57	56	36	32	70	130	52	251	528	188	114	19	5289	1415	307	1327	1417	975	1405	921	352
Total UK Base for stats Mean Score	40787	47291	47297	57116	46054	47548	49452	42431	46521	51427	35953	30275	37993	39664	39118	45616	42818	33198	21105	26100	33145	42048	50724	56630	59481
Total Elsewhere Base for stats Mean Score	5920	301	385	73	55	55	36	25	69	117	46	251	405	181	96	15	4662	1258	285	1202	1295	832	1208	791	307
Total London/South East Base for stats Mean Score	40019	45864	44992	53375	47255	47322	49452	43984	46760	51166	32734	30275	36308	39718	38960	42620	41747	33613	21297	26264	33383	43183	49797	54509	54855
Total London/South East Base for stats Mean Score	784	56	42	15	2	1	-	7	1	13	6	-	123	7	18	4	627	157	22	125	122	143	197	130	45
Total London/South East Base for stats Mean Score	46591	54959	69429	75325	13032	60000	-	36883	30000	53774	60633	-	43541	38263	39960	56851	50778	29867	18611	24518	30618	35445	56407	69537	91043
London/South East Base for stats Mean Score	2422	131	191	62	20	22	18	19	26	61	24	42	164	59	39	11	1563	559	96	509	568	355	463	309	122
London/South East Base for stats Mean Score	45682	46437	51449	55530	44514	45718	58752	50618	71587	53419	39000	32012	38280	47807	41560	37664	47785	38671	31426	29795	38184	50538	55551	61938	65323
South West/Wales Base for stats Mean Score	588	29	37	4	5	2	3	1	16	15	4	50	40	26	7	3	458	130	19	102	118	83	138	91	37
South West/Wales Base for stats Mean Score	35064	43006	41385	46875	29131	58250	41202	14400	26672	40233	21750	29182	37285	39316	39829	55000	37199	27541	18737	23153	29125	31914	42278	43996	53415
E/W Midlands/East Anglia Base for stats Mean Score	961	53	60	1	3	14	7	2	9	16	1	83	56	27	23	-	759	202	56	168	195	114	202	157	69
E/W Midlands/East Anglia Base for stats Mean Score	3670546072	42099	53000	30875	57757	47457	16850	37278	52281	100000	29320	38746	33414	34107	-	38758	28990	15812	23634	29364	34939	47705	49023	48921	48921
North West/North East Base for stats Mean Score	1166	56	69	2	12	15	7	3	12	17	7	41	81	40	16	1	954	212	65	249	249	165	250	142	46
North West/North East Base for stats Mean Score	36374	49330	36041	39500	77160	36919	34136	29917	34121	55961	23250	29066	34466	36121	43563	60000	37358	31945	16663	24198	29644	38764	47761	54404	40441
Scotland Base for stats Mean Score	551	21	21	3	12	2	1	-	3	7	5	35	43	21	7	-	446	105	32	111	107	81	120	70	30
Scotland Base for stats Mean Score	34695	35589	36520	35667	39295	59000	28000	-	45500	44143	28500	33433	30862	35913	35729	-	36461	27190	16272	23877	28823	34988	43994	47197	48154

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

	EXPERIENCE (YEARS)										REGION												
	Total	Less than 2	3 to 6	7 to 10	11 to 20	20+	Total UK	Total non UK	Greater London	South East	South West/Wales	East Anglia	Midlands	North West/East	Scotland	Ireland	Americas	Middle East/Asia	Oceania/Australasia	Europe/Non UK	Africa	Asia	
Total:	6704	1820	1801	914	1147	1022	5920	784	1631	791	588	250	711	1166	551	232	109	119	59	250	78	169	
Total Base for stats Mean Score	6704 40787	1820 25311	1801 34283	914 43337	1147 54259	1022 62410	5920 40019	784 46591	1631 46978	791 43008	588 35064	250 34544	711 37465	1166 36374	551 34695	232 38149	109 67000	119 47393	59 39846	250 53372	78 27586	169 33957	
Total UK Base for stats Mean Score	5920 40019	1636 25230	1626 34731	824 43297	956 53654	878 59444	5920 40019	-	1631 46978	791 43008	588 35064	250 34544	711 37465	1166 36374	551 34695	232 38149	-	-	-	-	-	-	-
Total Elsewhere Base for stats Mean Score	784 46591	184 26035	175 30118	90 43707	191 57287	144 80489	-	784 46591	-	-	-	-	-	-	-	-	109 67000	119 47393	59 39846	250 53372	78 27586	169 33957	
London/South East Base for stats Mean Score	2422 45682	663 29977	696 39636	364 48048	359 61425	340 69525	2422 45682	-	1631 46978	791 43008	-	-	-	-	-	-	-	-	-	-	-	-	-
South West/Wales Base for stats Mean Score	588 35064	128 21662	175 29573	87 35392	101 46797	97 50144	588 35064	-	-	588 35064	-	-	-	-	-	-	-	-	-	-	-	-	-
E/W Midlands/East Anglia Base for stats Mean Score	961 36705	258 22055	233 30550	120 37486	165 49759	185 52738	961 36705	-	-	-	-	250 34544	711 37465	-	-	-	-	-	-	-	-	-	-
North West/North East Base for stats Mean Score	1166 36374	355 22926	327 32527	140 38595	202 50290	142 56866	1166 36374	-	-	-	-	-	-	1166 36374	-	-	-	-	-	-	-	-	-
Scotland Base for stats Mean Score	551 34695	156 21592	126 30184	81 37971	99 44236	89 50450	551 34695	-	-	-	-	-	-	-	551 34695	-	-	-	-	-	-	-	-

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

	SALARY										LEVEL OF RESPONSIBILITY										EMPLOYERS MAIN ACTIVITY									
	Total	<£20k	£20k-£29999	£30k-£39999	£40k-£59999	£60k+	Asst	Staff	Sr	Assoc/ Mgr	Part/ Exec	Principal	Other*	Comm./Ind	Surv Prac	Inv/ Devt	Fin Serv	Govt	Education	Non - profit	Architect/ Design Cons									
Total:	6704	730	1682	1758	1631	903	1159	2359	1355	1094	498	238	1	903	3469	740	204	813	94	219	262									
Total Base for stats Mean Score	6704 40787	730 14723	1682 24748	1758 34181	1631 46775	903 93781	1159 22135	2359 31468	1355 43607	1094 52092	498 80206	238 73524		903 45384	3469 36485	740 52786	204 62159	813 36389	94 44250	219 39272	262 45056									
Total UK Base for stats Mean Score	5920 40019	534 16242	1564 24796	1640 34220	1482 46732	700 91540	1075 21937	2135 31807	1164 43759	954 52000	402 75825	189 75989		786 44740	3128 35882	562 51396	166 60154	771 36828	82 46577	213 39465	212 47251									
Total Elsewhere Base for stats Mean Score	784 46591	196 10584	118 24104	118 33636	149 47198	203 101511	84 24679	224 28232	191 42682	140 52715	96 98553	49 64018		117 49712	341 42015	178 57172	38 70918	42 28334	12 28349	6 32417	50 35747									
London/South East Base for stats Mean Score	2422 45682	82 16922	543 25113	661 34464	724 47030	412 94142	407 25604	892 35319	458 48204	412 56777	173 87500	79 102220		287 50083	1305 40259	298 56625	104 62968	246 41646	23 53896	79 44575	80 66254									
South West/Wales Base for stats Mean Score	588 35064	65 16563	192 24727	161 34010	127 46696	43 78775	105 20184	211 29477	123 39190	85 46154	43 64629	21 36010		65 40898	319 31783	32 45927	10 51610	90 33565	11 55677	36 34782	25 37973									
E/W Midlands/East Anglia Base for stats Mean Score	961 36705	128 16075	255 24716	274 34151	212 46536	92 83592	173 19166	343 29426	185 39890	160 49851	62 68257	38 59912		152 42839	476 32863	62 49013	13 52492	160 35473	22 43777	42 36594	34 35942									
North West/North East Base for stats Mean Score	1166 36374	140 16369	339 24606	339 33974	269 46450	79 98309	216 20342	423 29692	247 39187	184 49786	66 70772	30 64910		145 40698	633 32903	104 44608	27 60704	158 35375	18 37563	36 41102	45 36873									
Scotland Base for stats Mean Score	551 34695	74 16251	165 24566	161 34230	102 45492	49 75702	120 20036	190 28760	93 39306	85 44917	46 61373	17 55964		95 39682	269 31274	48 46387	7 49786	97 33086	4 41517	15 31821	16 31647									

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

MAIN PROFESSIONAL ACTIVITY																							
	Total	Academic	Building Surveying	Claims & Dispute Res	Commercial Dev	Construction Contract Mgr	Corporate Property Cons	Environmental	Estates Surveyor (In House)	Facilities Mgmt In-house	Facilities Mgmt Cons	Facilities Mgmt In-house	FM Service Prov	Fund Management	Geomatics	General Practice	Industrial Agent	Investment Brokerage	Landlord & Tenant	Minerals	Office Agent	Planner	Quantity Surveyor
Total:	1159	13	164	1	14	4	9	-	23	2	2	6	1	6	2	95	9	10	15	-	15	9	429
Total Base for stats Mean Score	1159 22135	13 14783	164 21869	1 28000	14 20239	4 19538	9 23145	-	23 21237	2 20500	2 20500	6 20738	1 21500	6 31246	2 36000	95 21444	9 19111	10 27200	15 23788	-	15 21770	9 24056	429 22673
Total UK Base for stats Mean Score	1075 21937	5 15738	161 22057	1 28000	13 21704	4 19538	8 21538	-	22 22168	2 20500	2 20500	5 21470	1 21500	5 32600	-	95 21444	9 19111	8 28750	15 23788	-	15 21770	9 24056	388 21748
Total Elsewhere Base for stats Mean Score	84 24679	8 14186	3 11756	-	1 1200	-	1 36000	-	1 756	-	-	1 17076	-	1 24477	2 36000	-	-	2 21000	-	-	-	-	41 31422
London/South East Base for stats Mean Score	407 25604	-	56 27583	1 28000	6 25417	2 26000	4 25688	-	7 23112	1 26000	1 2	2 24250	1 21500	3 38667	-	35 24017	1 17000	7 29500	7 26786	-	6 25717	8 24563	137 25047
South West/Wales Base for stats Mean Score	105 20184	-	19 19329	-	2 20825	-	-	-	3 24531	-	-	-	-	-	-	7 18657	1 25000	-	5 22233	-	1 20500	1 20000	35 21438
E/W Midlands/East Anglia Base for stats Mean Score	173 19166	2 7346	25 20187	-	1 13500	-	-	-	4 23221	1 15000	-	-	-	1 22000	-	21 20386	4 16375	-	1 25400	-	2 16500	-	60 19048
North West/North East Base for stats Mean Score	216 20342	1 17000	40 18516	-	3 19833	1 11650	2 21250	-	7 19491	-	-	1 18500	-	-	-	21 20412	3 21500	1 23500	2 16374	-	5 19850	-	76 20078
Scotland Base for stats Mean Score	120 20036	2 23500	15 19072	-	-	1 14500	1 19055	-	-	-	-	1 23000	-	1 25000	-	9 19469	-	-	-	-	1 19500	-	53 20577

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

	MAIN PROFESSIONAL ACTIVITY														GENDER		AGE								
	Total	Project Mgmt	Property Asset Mgmt	Property Finance	Rating	Regeneration	SHE	Research	Residential Agent	Residential Dev	Retail Agent	Rural Practice	Valuation	Building Control	Architecture	Other	Male	Female	18 to 22	23 to 26	27 to 30	31 to 35	36 to 45	46 to 55	56+
Total:	1159	48	49	10	10	4	-	4	10	13	17	72	61	17	13	4	792	367	240	529	235	88	47	16	4
Total Base for stats Mean Score	1159 22135	48 24933	49 21203	10 28105	10 21541	4 22250	-	4 26088	10 18945	13 23423	17 19335	72 18525	61 20579	17 32765	13 19700	4 21412	792 21545	367 23411	240 17144	529 22732	235 23951	88 24275	47 27098	16 22041	4 30988
Total UK Base for stats Mean Score	1075 21937	43 24926	47 21599	9 27389	9 21267	4 22250	-	3 25333	10 18945	13 23423	16 19719	72 18525	52 20947	16 34035	12 20842	3 25533	737 21648	338 22566	230 17212	484 22231	220 23787	83 24349	41 28774	13 23505	4 30988
Total Elsewhere Base for stats Mean Score	84 24679	5 24992	2 11885	1 34552	1 24000	-	1 28350	-	-	-	1 13200	-	9 18456	1 12440	1 6000	1 9047	55 20157	29 33253	10 15587	45 28124	15 26358	5 23040	6 15647	3 15700	-
London/South East Base for stats Mean Score	407 25604	22 27377	20 28063	8 28625	1 31000	1 24500	-	2 27500	3 21333	8 26438	6 26667	11 20968	26 24115	7 25114	5 24920	3 25533	278 24789	129 27360	74 20503	194 25821	89 27888	31 28896	12 27468	6 26533	1 27500
South West/Wales Base for stats Mean Score	105 20184	2 19063	4 17284	-	2 17979	-	-	-	-	2 22000	2 20500	17 17897	2 23366	-	-	-	62 19725	43 20845	17 18647	49 19734	24 21388	9 20705	3 25554	3 19667	-
E/W Midlands/East Anglia Base for stats Mean Score	173 19166	3 19667	5 16925	-	1 21000	-	1 21000	-	1 10000	2 15500	-	28 18679	3 16667	3 23171	4 22250	-	113 19293	60 18928	45 15368	72 19337	33 21330	14 22932	7 23071	1 18500	1 27000
North West/North East Base for stats Mean Score	216 20342	10 23240	11 18255	-	2 21000	3 21500	-	-	3 17483	-	2 15750	9 15958	8 17313	5 57450	-	-	155 20694	61 19447	50 15665	94 19847	41 21702	17 21365	11 37834	2 16930	1 42000
Scotland Base for stats Mean Score	120 20036	5 24000	5 20371	1 17500	2 20725	-	-	-	1 23000	1 18000	2 17500	7 18893	10 19089	-	2 12250	-	86 20221	34 19569	28 16150	51 20856	23 20073	10 21460	6 24967	1 35000	1 27450

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

	EXPERIENCE (YEARS)										REGION												
	Total	Less than 2	3 to 6	7 to 10	11 to 20	20+	Total UK	Total non UK	Greater London	South East	South West/Wales	East Anglia	Midlands	North West/East	Scotland	Ireland	Americas	Middle East/Asia	Oceania/Australasia	Europe/Non UK	Africa	Asia	
Total:	1159	929	193	27	4	6	1075	84	294	113	105	47	126	216	120	54	10	10	11	11	18	24	
Total Base for stats Mean Score	1159 22135	929 21545	193 24157	27 25984	4 27725	6 27492	1075 21937	84 24679	294 26171	113 24128	105 20184	47 19347	126 19099	216 20342	120 20036	54 17187	10 19835	10 29447	11 22181	11 20542	18 16871	24 33606	
Total UK Base for stats Mean Score	1075 21937	867 21089	175 24994	26 26060	2 43900	5 31790	1075 21937	-	294 26171	113 24128	105 20184	47 19347	126 19099	216 20342	120 20036	54 17187	-	-	-	-	-	-	-
Total Elsewhere Base for stats Mean Score	84 24679	62 27927	18 16024	1 24000	2 11550	1 6000	-	84 24679	-	-	-	-	-	-	-	-	10 19835	10 29447	11 22181	11 20542	18 16871	24 33606	
London/South East Base for stats Mean Score	407 25604	318 24722	73 28179	13 28974	1 60000	2 32750	407 25604	-	294 26171	113 24128	-	-	-	-	-	-	-	-	-	-	-	-	-
South West/Wales Base for stats Mean Score	105 20184	75 19317	27 22500	3 21000	-	-	105 20184	-	-	-	105 20184	-	-	-	-	-	-	-	-	-	-	-	-
E/W Midlands/East Anglia Base for stats Mean Score	173 19166	148 18500	21 22776	4 24853	-	-	173 19166	-	-	-	47 19347	126 19099	-	-	-	-	-	-	-	-	-	-	-
North West/North East Base for stats Mean Score	216 20342	187 19872	26 22722	2 22500	-	1 42000	216 20342	-	-	-	-	-	-	216 20342	-	-	-	-	-	-	-	-	-
Scotland Base for stats Mean Score	120 20036	93 18960	20 23417	4 23375	1 27800	2 25725	120 20036	-	-	-	-	-	-	-	120 20036	-	-	-	-	-	-	-	-

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

		MAIN PROFESSIONAL ACTIVITY																				
Total	Academic	Building Surveying	Claims & Dispute Res	Commercial Dev	Construction Contract Mgr	Corporate Property Cons	Environmental	Estates Surveyor (In House)	Facilities Mgmt In-house	Facilities Mgmt In-house	FM Service Prov	Fund Management	Geomatics	General Practice	Industrial Agent	Investment Brokerage	Landlord & Tenant	Minerals	Office Agent	Planner	Quantity Surveyor	
Total:	2359	6	337	13	53	14	29	12	94	7	33	16	27	48	110	23	46	47	3	25	49	525
Total Base for stats Mean Score	2359 31468	6 27865	337 30121	13 41906	53 33743	14 46893	29 33449	12 27867	94 31638	7 42614	33 33574	16 36306	27 44840	48 27948	110 27507	23 25739	46 34163	47 30190	3 30250	25 27818	49 30279	525 31474
Total UK Base for stats Mean Score	2135 31807	5 32958	332 30288	7 50164	51 34393	10 34650	26 35308	12 27867	87 31770	6 42917	32 33623	14 36493	25 46260	43 28481	106 27987	23 25739	35 31814	46 29967	3 30250	24 28544	47 29929	442 32546
Total Elsewhere Base for stats Mean Score	224 28232	1 2400	5 19038	6 32272	2 17170	4 77500	3 17336	-	7 30006	1 40800	1 32000	2 35000	2 27096	5 23360	4 14800	-	11 41636	1 40440	-	1 10400	2 38500	83 25766
London/South East Base for stats Mean Score	892 35319	1 43500	108 34029	4 59088	24 38500	5 34300	20 34525	5 33300	27 34906	3 46333	19 35016	6 37617	23 46804	11 29009	33 29946	7 30000	22 35273	26 32712	-	13 30362	24 32950	183 35718
South West/Wales Base for stats Mean Score	211 29477	2 28070	35 27046	-	4 29887	2 37500	3 26167	1 19500	10 31190	-	2 36000	3 35800	-	7 24257	14 26899	1 30000	1 30000	4 30750	1 30000	1 32000	1 25500	29 32317
E/W Midlands/East Anglia Base for stats Mean Score	343 29426	1 28000	59 27918	1 28000	8 31344	1 30000	-	3 23333	25 30662	1 45000	3 22821	2 32400	-	10 30878	19 27258	5 23800	1 21000	6 24083	1 20750	3 23117	5 29670	75 30599
North West/North East Base for stats Mean Score	423 29692	1 39152	89 30904	1 57500	12 31313	2 35000	3 49667	1 25000	15 30585	1 32500	5 32756	2 39500	-	9 26694	26 27612	8 23250	3 25500	9 25944	-	4 25750	11 27045	84 29503
Scotland Base for stats Mean Score	190 28760	-	28 25415	-	3 28000	-	-	2 26700	10 28427	1 41000	3 35467	1 34000	2 40000	6 31127	10 27095	1 32000	7 27143	1 27000	-	3 28667	5 24800	45 32293

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

	MAIN PROFESSIONAL ACTIVITY																	GENDER		AGE					
	Total	Project Mgmt	Property Asset Mgmt	Property Finance	Rating	Regeneration	SHE	Research	Residential Agent	Residential Dev	Retail Agent	Rural Practice	Valuation	Building Control	Architecture	Other	Male	Female	18 to 22	23 to 26	27 to 30	31 to 35	36 to 45	46 to 55	56+
Total:	2359	110	129	29	21	12	10	14	22	36	21	89	229	81	32	7	1768	591	64	678	701	333	320	192	71
Total Base for stats	2359	110	129	29	21	12	10	14	22	36	21	89	229	81	32	7	1768	591	64	678	701	333	320	192	71
Mean Score	31468	35275	33052	42523	30127	36233	30865	30127	21943	34587	26398	25553	31081	33700	27252	30243	32066	29678	20783	27611	31099	33385	34906	37515	40731
Total UK	2135	96	120	26	20	12	10	10	22	34	19	89	189	78	28	6	1599	536	52	624	639	292	291	174	63
Base for stats	31807	35628	33009	44917	31530	36233	30865	31695	21943	32592	28987	25553	32610	33022	28250	31617	32304	30324	20703	28081	31327	34794	35177	37346	38037
Mean Score	28232	32857	33635	21772	2064	-	-	4	-	68500	22800	-	23856	51333	20269	22000	29811	23380	21132	22171	28747	23346	32183	39146	61950
London/South East	892	40	61	24	9	8	3	8	8	18	11	13	84	21	15	5	633	259	21	277	264	123	125	65	17
Base for stats	35319	38863	36279	46285	33553	38163	33833	34938	23813	34961	32727	24169	35136	37138	28733	31940	35872	33968	23795	31017	35374	39019	38897	41954	40358
Mean Score	29477	32673	30876	30000	25000	-	-	-	20107	24375	23000	25701	33118	37314	28000	30000	30300	26960	19500	25684	27594	30419	32708	30951	45949
E/W Midlands/East Anglia	343	18	18	-	-	2	2	1	3	7	-	25	19	15	4	-	257	86	10	84	113	35	48	39	14
Base for stats	29426	32958	30347	-	-	39750	29100	12700	23500	33000	-	25667	33405	31110	29375	-	30158	27240	18350	26128	28972	28909	32156	35531	35725
Mean Score	423	14	19	-	5	2	4	1	3	4	4	18	40	17	6	-	346	77	14	129	126	57	46	33	18
North West/North East	29692	33510	28546	-	31879	25000	30238	24750	21333	30086	24313	25656	30982	30001	27750	-	30351	26728	19704	26207	28081	35658	32668	36441	34837
Base for stats	190	7	7	-	3	-	1	-	-	1	2	14	15	12	-	-	146	44	4	55	54	28	31	12	6
Mean Score	28760	30064	28914	-	30410	-	28000	-	-	30000	23750	26304	23596	30667	-	-	29496	26316	17125	25757	28937	28647	31944	34697	34648

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

	EXPERIENCE (YEARS)										REGION											
	Total	Less than 2	3 to 6	7 to 10	11 to 20	20+	Total UK	Total non UK	Greater London	South East	South West/Wales	East Anglia	Midlands	North West/East	Scotland	Ireland	Americas	Middle East/Asia	Oceania/Australasia	Europe/Non UK	Africa	Asia
Total:	2359	741	997	265	196	160	2135	224	612	280	211	88	255	423	190	76	31	31	22	63	25	52
Total Base for stats Mean Score	31468	26854	31198	35580	37276	40592	31807	28232	36104	33603	29477	28801	29642	29692	28760	27193	32981	29237	36514	29596	16057	25498
Total UK Base for stats Mean Score	31807	27444	31494	36115	38400	38821	31807	-	36104	33603	29477	28801	29642	29692	28760	27193	-	-	-	-	-	-
Total Elsewhere Base for stats Mean Score	28232	22299	27384	29030	30236	52992	-	224	-	-	-	-	-	-	-	-	31	31	22	63	25	52
London/South East Base for stats Mean Score	35319	30686	34895	42160	42937	43426	35319	-	36104	33603	-	-	-	-	-	-	-	-	-	-	-	-
South West/Wales Base for stats Mean Score	29477	25189	28428	31023	37311	35407	29477	-	-	211	29477	-	-	-	-	-	-	-	-	-	-	-
E/W Midlands/East Anglia Base for stats Mean Score	29426	25188	28413	32285	35898	36746	29426	-	-	-	28801	255	29642	-	-	-	-	-	-	-	-	-
North West/North East Base for stats Mean Score	29692	24895	30358	32818	34875	38771	29692	-	-	-	-	-	-	423	-	-	-	-	-	-	-	-
Scotland Base for stats Mean Score	28760	25151	28075	32083	34117	34129	28760	-	-	-	-	-	-	-	190	-	-	-	-	-	-	-

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

	SALARY										LEVEL OF RESPONSIBILITY										EMPLOYERS MAIN ACTIVITY									
	Total	<£20k	£20k-£29999	£30k-£39999	£40k-£59999	£60k+	Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Principal	Other*	Comm./Ind	Surv Prac	Inv/ Devt	Fin Serv	Govt	Education	Non - profit	Architect/ Design Cons									
Total:	2359	175	906	906	327	45	-	2359	-	-	-	-	282	1224	242	57	351	32	87	84										
Total Base for stats Mean Score	2359 31468	175 14459	906 25178	906 33704	327 45117	45 80032	-	2359 31468	-	-	-	-	282 33768	1224 29321	242 38027	57 40290	351 31265	32 35208	87 32878	84 28104										
Total UK Base for stats Mean Score	2135 31807	89 17397	854 25270	861 33733	289 44913	32 80657	-	2135 31807	-	-	-	-	251 34257	1127 29751	198 38908	46 40266	329 31731	30 33889	85 32847	69 28638										
Total Elsewhere Base for stats Mean Score	224 28232	76 10632	52 23659	45 33148	38 46672	13 78492	-	224 28232	-	-	-	-	31 29806	97 24324	44 34060	11 40386	22 24291	2 55000	2 34200	15 25652										
London/South East Base for stats Mean Score	892 35319	19 17342	238 25515	403 34339	206 45403	26 73508	-	892 35319	-	-	-	-	89 36694	485 32873	121 42772	31 42740	103 34599	9 40767	30 38236	24 29900										
South West/Wales Base for stats Mean Score	211 29477	9 18056	113 25375	73 33102	14 43743	2 80500	-	211 29477	-	-	-	-	21 34818	119 28176	6 36333	3 31167	38 29271	3 30380	13 28877	8 30644										
E/W Midlands/East Anglia Base for stats Mean Score	343 29426	19 17354	163 25213	136 33244	25 45300	-	-	343 29426	-	-	-	-	55 33295	165 27150	18 33406	3 40333	69 29790	8 30965	16 29659	9 31343										
North West/North East Base for stats Mean Score	423 29692	26 17516	207 25166	161 33310	27 42707	2 189411	-	423 29692	-	-	-	-	48 32523	228 27966	33 31989	7 34115	66 32462	8 30141	15 30938	18 26672										
Scotland Base for stats Mean Score	190 28760	15 17447	92 25037	72 33289	9 41383	2 65000	-	190 28760	-	-	-	-	27 34592	91 26122	11 31955	1 47000	44 29406	2 34890	10 28790	4 25813										

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

		MAIN PROFESSIONAL ACTIVITY																				
Total	Academic	Building Surveying	Claims & Dispute Res	Commercial Dev	Construction Contract Mgr	Corporate Property Cons	Environmental	Estates Surveyor (In House)	Facilities Mgmt In-House	Facilities Mgmt Cons	Facilities Mgmt In-House	FM Service Prov	Fund Management	Geomatics	General Practice	Industrial Agent	Investment Brokerage	Landlord & Tenant	Minerals	Office Agent	Planner	Quantity Surveyor
1355	6	149	12	46	18	13	7	55	4	37	23	7	19	34	12	24	20	7	11	28	389	
1355	6	149	12	46	18	13	7	55	4	37	23	7	19	34	12	24	20	7	11	28	389	
43607	40333	39196	56792	46105	54193	46380	40408	41350	44125	48800	48096	62429	35621	38082	32243	39088	39200	39600	31909	64957	45569	
1164	6	146	7	36	6	10	6	53	4	36	22	4	13	32	10	21	20	7	9	26	314	
43759	40333	39337	52857	46356	43213	40744	40209	41537	44125	48017	47100	65000	36716	37040	34250	39571	39200	39600	33278	68254	47867	
191	-	3	5	10	12	3	1	2	-	1	1	3	6	2	2	3	-	-	2	2	2	75
42682	-	32355	62300	45200	59683	65167	41600	36390	-	77000	70000	59000	33250	54750	22210	35700	-	-	25750	22100	35950	
458	1	54	3	13	-	6	3	14	3	22	13	4	4	7	2	15	10	2	4	20	107	
48204	38000	46478	50000	52231	-	41540	43500	46137	44667	55800	52462	65000	35800	41143	32500	41700	43400	41400	38250	80085	48768	
123	1	17	1	4	-	-	-	4	-	5	2	-	2	2	1	-	2	-	-	1	29	
39190	41000	31807	55000	44914	-	-	-	36000	-	36200	39750	-	23580	34750	28500	-	35000	-	-	40000	41716	
185	1	24	-	6	1	1	1	16	1	4	2	-	3	10	4	3	3	3	1	3	34	
39890	43000	37461	-	44150	43275	54000	51155	43059	42500	39629	39250	-	32000	38050	38000	34000	35664	38800	18000	22667	41162	
247	2	35	3	8	1	3	2	11	-	3	5	-	1	7	3	2	5	1	3	2	76	
39187	38500	36349	55000	36656	50000	34733	29800	36414	-	32167	39240	-	32000	33614	32333	29250	34600	40000	32167	32450	45061	
93	1	13	-	4	2	-	-	8	-	2	-	-	2	4	-	-	-	1	1	-	28	
39306	43000	32315	-	51625	38000	-	-	40280	-	32500	-	-	52971	37750	-	-	-	38000	32000	-	40376	

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

	MAIN PROFESSIONAL ACTIVITY															GENDER		AGE							
	Total	Project Mgmt	Property Asset Mgmt	Property Finance	Rating	Regeneration	SHE	Research	Residential Agent	Residential Dev	Retail Agent	Rural Practice	Valuation	Building Control	Architecture	Other	Male	Female	18 to 22	23 to 26	27 to 30	31 to 35	36 to 45	46 to 55	56+
Total:	1355	81	82	14	8	22	6	2	7	21	4	34	89	43	20	1	1108	247	1	85	314	283	353	225	94
Base for stats	1355	81	82	14	8	22	6	2	7	21	4	34	89	43	20	1	1108	247	1	85	314	283	353	225	94
Mean Score	43607	51725	41969	54714	33658	41381	39273	40875	36786	44384	43875	33867	38429	36011	43121	46355	44722	38609	24000	31878	39050	47995	44785	46126	49325
Total UK	1164	65	72	11	8	22	6	2	7	19	4	34	67	43	16	1	954	210	1	71	285	228	300	200	79
Base for stats	43759	48028	41765	55091	33658	41381	39273	40875	36786	44289	43875	33867	40134	36011	43983	46355	44587	39998	24000	33503	38599	51195	43839	45395	45936
Mean Score	42682	66744	43441	53333	-	-	-	-	-	45279	-	-	33236	-	4	1	154	37	-	14	29	55	53	25	15
Total Elsewhere	191	16	10	3	-	-	-	-	-	2	-	-	22	-	4	1	45555	30724	-	23638	32649	34727	50142	51973	67171
Base for stats	42682	66744	43441	53333	-	-	-	-	-	45279	-	-	33236	-	4	1	45555	30724	-	23638	32649	34727	50142	51973	67171
Mean Score	48204	48313	48387	57938	42000	41438	43677	40875	38750	40722	48667	34500	42825	37913	45156	-	50085	40512	-	39756	41778	62511	46152	48745	47638
London/South East	458	31	27	8	1	8	3	2	2	9	3	9	26	14	8	-	368	90	-	27	135	90	106	74	26
Base for stats	48204	48313	48387	57938	42000	41438	43677	40875	38750	40722	48667	34500	42825	37913	45156	-	50085	40512	-	39756	41778	62511	46152	48745	47638
Mean Score	39190	56227	38610	48750	28700	40000	31606	-	25000	49333	-	34462	35007	35063	26800	-	40519	33087	-	26572	36241	36312	39376	41789	58100
South West/Wales	123	11	10	2	1	1	1	-	1	3	-	6	7	8	1	-	101	22	-	5	27	23	34	27	7
Base for stats	39190	56227	38610	48750	28700	40000	31606	-	25000	49333	-	34462	35007	35063	26800	-	40519	33087	-	26572	36241	36312	39376	41789	58100
Mean Score	39890	48643	42698	-	32500	42767	43000	-	30000	52000	-	33784	42186	35500	46793	-	39956	39503	-	28164	35488	333	48	37	25
E/W Midlands/East Anglia	185	7	14	-	1	6	1	-	1	1	-	11	12	6	4	-	158	27	-	9	33	33	48	48	25
Base for stats	39890	48643	42698	-	32500	42767	43000	-	30000	52000	-	33784	42186	35500	46793	-	39956	39503	-	28164	35488	333	48	37	25
Mean Score	39890	48643	42698	-	32500	42767	43000	-	30000	52000	-	33784	42186	35500	46793	-	39956	39503	-	28164	35488	333	48	37	25
North West/North East	247	10	16	1	1	6	1	-	3	5	-	6	14	9	2	-	205	42	1	22	61	48	69	35	11
Base for stats	39187	41420	34655	45000	22500	36382	30000	-	41667	43000	-	31167	37943	34421	45250	-	38144	44281	24000	29929	34678	37901	45579	41786	41345
Mean Score	39187	41420	34655	45000	22500	36382	30000	-	41667	43000	-	31167	37943	34421	45250	-	38144	44281	24000	29929	34678	37901	45579	41786	41345
Scotland	93	5	3	-	4	1	-	-	-	1	-	2	6	4	1	-	77	16	-	4	14	17	31	17	10
Base for stats	39306	45084	34093	-	35891	64000	-	-	-	60000	-	37785	36346	34602	38000	-	40254	34745	-	32500	32266	36191	41181	42110	46602
Mean Score	39306	45084	34093	-	35891	64000	-	-	-	60000	-	37785	36346	34602	38000	-	40254	34745	-	32500	32266	36191	41181	42110	46602

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

	EXPERIENCE (YEARS)										REGION											
	Total	Less than 2	3 to 6	7 to 10	11 to 20	20+	Total UK	Total non UK	Greater London	South East	South West/Wales	East Anglia	Midlands	North West/East	Scotland	Ireland	Americas	Middle East/Asia	Oceania/Australasia	Europe/Non UK	Africa	Asia
Total:	1355	79	382	326	315	253	1164	191	298	160	123	44	141	247	93	58	17	53	10	60	12	39
Total Base for stats Mean Score	43607	32581	40537	43096	47150	47934	43759	42682	50428	44061	39190	37367	40677	39187	39306	57301	54206	49976	36563	43422	24821	33671
Total UK Base for stats Mean Score	43759	34029	41887	43124	47329	46225	43759	-	50428	44061	39190	37367	40677	39187	39306	57301	-	-	-	-	-	-
Total Elsewhere Base for stats Mean Score	42682	25226	31359	42867	46388	58943	-	191	-	-	-	-	-	-	-	-	17	53	10	60	12	39
London/South East Base for stats Mean Score	48204	37137	50495	43938	54105	49257	48204	-	298	160	-	-	-	-	-	-	-	-	-	-	-	-
South West/Wales Base for stats Mean Score	39190	28888	34142	37456	41180	47136	39190	-	-	123	39190	-	-	-	-	-	-	-	-	-	-	-
E/W Midlands/East Anglia Base for stats Mean Score	39890	35200	37576	37325	40846	43887	39890	-	-	-	-	44	141	-	-	-	-	-	-	-	-	-
North West/North East Base for stats Mean Score	39187	29518	35296	37288	47964	41541	39187	-	-	-	-	-	-	247	-	-	-	-	-	-	-	-
Scotland Base for stats Mean Score	39306	31597	36137	34383	40863	44953	39306	-	-	-	-	-	-	-	93	-	-	-	-	-	-	-

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

	SALARY										LEVEL OF RESPONSIBILITY										EMPLOYERS MAIN ACTIVITY									
	Total	<£20k	£20k-£29999	£30k-£39999	£40k-£59999	£60k+	Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Principal	Other*	Comm./Ind	Surv Prac	Inv/ Devt	Fin Serv	Govt	Education	Non - profit	Architect/ Design Cons									
Total:	1355	39	111	527	536	142	-	-	1355	-	-	-	-	233	630	125	37	208	13	47	62									
Total Base for stats Mean Score	1355 43607	39 11274	111 26191	527 34952	536 45957	142 89354	-	-	1355 43607	-	-	-	-	233 49926	630 41139	125 52702	37 48794	208 38066	13 44115	47 39981	62 44739									
Total UK Base for stats Mean Score	1164 43759	6 13997	82 26737	494 34979	485 45818	97 94413	-	-	1164 43759	-	-	-	-	199 49076	548 41416	91 56518	25 49782	200 38238	13 44115	45 40425	43 47576									
Total Elsewhere Base for stats Mean Score	191 42682	33 10779	29 24649	33 34549	51 47281	45 78449	-	-	191 42682	-	-	-	-	34 54904	82 39291	34 42488	12 46736	8 33765	-	2 30000	19 38319									
London/South East Base for stats Mean Score	458 48204	-	15 25765	138 35696	243 46111	62 89676	-	-	458 48204	-	-	-	-	70 54297	235 42981	36 74433	11 57591	64 41201	5 52400	19 44483	18 62141									
South West/Wales Base for stats Mean Score	123 39190	-	16 26424	63 35098	40 45531	4 91275	-	-	123 39190	-	-	-	-	19 49397	52 37563	9 46500	3 51033	23 33901	2 38500	9 33069	6 33758									
E/W Midlands/East Anglia Base for stats Mean Score	185 39890	4 13045	11 27288	88 34937	73 45216	9 72444	-	-	185 39890	-	-	-	-	34 45997	76 36836	10 44770	1 63000	45 38898	2 41250	11 39445	6 39778									
North West/North East Base for stats Mean Score	247 39187	2 15900	27 26958	127 34116	86 45272	5 138700	-	-	247 39187	-	-	-	-	37 41840	119 39311	24 40910	9 39994	39 35164	3 39000	5 41000	11 38000									
Scotland Base for stats Mean Score	93 39306	-	7 27642	58 35057	22 46462	6 67750	-	-	93 39306	-	-	-	-	26 44834	31 33634	8 49375	-	25 37876	-	1 37230	2 34000									

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

		MAIN PROFESSIONAL ACTIVITY																			
Total	Academic	Building Surveying	Claims & Dispute Res	Commercial Dev	Construction Contract Mgr	Corporate Property Cons	Environmental	Estates Surveyor (In House)	Facilities Mgmt Cons	Facilities Mgmt In-house	FM Service Prov	Fund Management	Geomatics	General Practice	Industrial Agent	Investment Brokerage	Landlord & Tenant	Minerals	Office Agent	Planner	Quantity Surveyor
Total:	8	93	10	31	15	18	5	44	10	37	26	32	10	37	2	18	22	7	9	24	172
Total Base for stats Mean Score	8 51926	93 42958	10 74238	31 59096	15 65100	18 51587	5 53550	44 49623	10 54710	37 45646	26 50940	32 67036	10 48992	37 41630	2 32000	18 48672	22 45977	7 110676	9 41111	24 46757	172 53963
Total UK Base for stats Mean Score	6 48401	88 43611	8 73423	26 62159	6 73083	14 50826	5 53550	44 49623	8 59638	33 45554	24 50885	26 67179	10 48992	34 42288	2 32000	15 50673	20 45475	7 110676	8 39875	23 46660	147 55894
Total Elsewhere Base for stats Mean Score	2 62500	5 31470	2 77500	5 43170	9 59778	4 54250	-	-	2 35000	4 46400	2 54000	6 66417	-	3 34167	-	3 38667	2 51000	-	1 51000	1 49000	25 42612
London/South East Base for stats Mean Score	3 53333	27 47722	4 65046	11 69045	4 78125	6 59167	3 59000	16 58069	4 72025	17 44264	13 55635	24 67985	5 42600	14 44643	1 34000	9 50778	10 51050	-	6 45500	7 44517	57 65669
South West/Wales Base for stats Mean Score	-	7 36014	-	3 56376	-	2 45750	-	5 40500	1 35000	4 54750	3 53733	-	-	5 39260	-	-	1 26000	1 37000	-	1 50000	14 49172
E/W Midlands/East Anglia Base for stats Mean Score	1 10404	13 43038	1 60200	3 68500	1 69000	1 57000	2 45375	14 46236	-	3 35333	3 40333	-	3 53417	4 43500	-	2 46300	1 43000	5 138176	1 28000	5 42611	22 52818
North West/North East Base for stats Mean Score	2 60000	26 43987	1 100000	6 52500	-	5 41612	-	6 45832	3 51333	6 45667	3 40000	1 60000	1 37173	7 39786	1 30000	1 65500	5 45200	-	-	8 48125	28 49512
Scotland Base for stats Mean Score	-	14 40286	-	2 58500	-	-	-	3 43167	-	2 45395	1 39000	1 55000	1 79500	4 41000	-	2 42500	2 42000	1 46850	-	2 56750	17 45806

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

	MAIN PROFESSIONAL ACTIVITY															GENDER		AGE							
	Total	Project Mgmt	Property Asset Mgmt	Property Finance	Rating	Regeneration	SHE	Research	Residential Agent	Residential Dev	Retail Agent	Rural Practice	Valuation	Building Control	Architecture	Other	Male	Female	18 to 22	23 to 26	27 to 30	31 to 35	36 to 45	46 to 55	56+
Total:	1094	85	97	21	11	11	2	15	31	5	29	91	37	15	3	948	146	1	25	142	205	402	248	71	
Total Base for stats Mean Score	52092	56251	55327	62381	96067	54955	57000	42350	60089	53800	38206	48406	42727	42407	55333	52994	46236	10404	35813	44837	49509	52962	58217	54052	
Total UK Base for stats Mean Score	954	74	85	17	11	11	2	14	27	4	29	65	35	12	3	828	126	1	20	130	178	337	221	67	
	52000	55007	53995	59882	96067	54955	57000	43232	60176	51000	38206	45792	42683	45050	55333	52894	47444	10404	38125	45490	50081	52896	57040	54368	
Total Elsewhere Base for stats Mean Score	140	11	12	4	-	-	-	1	4	1	-	26	2	3	-	120	20	-	5	12	27	65	27	4	
	52715	64621	64761	73000	-	-	-	30000	59500	65000	-	54941	43500	31833	-	55062	38629	-	26566	37767	45738	54341	67848	48750	
London/South East Base for stats Mean Score	412	31	45	14	7	3	2	6	15	2	4	16	13	4	2	354	58	-	10	69	88	115	94	36	
	56777	57702	60087	62464	53471	52167	57000	44542	68950	55000	38034	54391	43742	38750	46500	57219	54078	-	41100	51471	56141	56958	62190	58139	
South West/Wales Base for stats Mean Score	85	4	5	1	-	1	-	4	3	-	5	7	6	-	1	77	8	-	3	6	9	42	17	8	
	46154	46288	52400	60000	-	76500	-	34000	47667	-	33254	48071	52430	-	73000	46393	43854	-	35333	39483	38400	46319	50425	54000	
E/W Midlands/East Anglia Base for stats Mean Score	160	18	14	-	1	3	-	2	2	-	11	18	2	3	-	139	21	1	3	15	24	61	47	9	
	49851	54243	45234	-	39125	49167	-	42500	62500	-	36500	42437	42061	56667	-	51447	39292	10404	43333	35473	42744	56381	51183	48111	
North West/North East Base for stats Mean Score	184	15	18	1	2	3	-	1	4	1	3	12	9	3	-	161	23	-	3	18	32	79	43	9	
	49786	54915	46871	34000	299260	56667	-	75000	49750	34000	41333	44146	37534	41667	-	51171	40091	-	31833	40617	46742	48807	59470	47267	
Scotland Base for stats Mean Score	85	4	3	1	1	1	-	1	2	1	6	9	3	1	-	77	8	-	-	13	22	30	15	5	
	44917	47875	48912	49500	44795	54000	-	42000	48000	60000	44013	40461	36587	48600	-	44496	48974	-	-	38467	44048	46736	45833	51892	

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

	EXPERIENCE (YEARS)										REGION												
	Total	Less than 2	3 to 6	7 to 10	11 to 20	20+	Total UK	Total non UK	Greater London	South East	South West/Wales	East Anglia	Midlands	North West/East	Scotland	Ireland	Americas	Middle East/Asia	Oceania/Australasia	Europe/Non UK	Africa	Asia	
Total:	1094	41	182	226	387	258	954	140	270	142	85	46	114	184	85	28	17	14	8	62	9	30	
Total Base for stats Mean Score	1094 52092	41 40923	182 45638	226 48929	387 53771	258 58671	954 52000	140 52715	270 60327	142 50026	85 46154	46 45672	114 51538	184 49786	85 44917	28 47796	17 71559	14 54643	8 58938	62 55423	9 56456	30 32758	
Total UK Base for stats Mean Score	954 52000	28 41842	160 45904	202 49269	332 53647	232 57453	954 52000	-	270 60327	142 50026	85 46154	46 45672	114 51538	184 49786	85 44917	28	-	-	-	-	-	-	-
Total Elsewhere Base for stats Mean Score	140 52715	13 38945	22 43706	24 46068	55 54519	26 69540	-	140 52715	-	-	-	-	-	-	-	-	17 71559	14 54643	8 58938	62 55423	9 56456	30 32758	
London/South East Base for stats Mean Score	412 56777	14 48857	83 51516	98 55415	115 59877	102 60232	412 56777	-	270 60327	142 50026	-	-	-	-	-	-	-	-	-	-	-	-	-
South West/Wales Base for stats Mean Score	85 46154	2 34000	14 40471	12 43850	36 46145	21 52433	85 46154	-	-	85 46154	-	-	-	-	-	-	-	-	-	-	-	-	-
E/W Midlands/East Anglia Base for stats Mean Score	160 49851	1 10404	20 36780	33 43991	57 56508	49 52195	160 49851	-	-	-	46 45672	114 51538	-	-	-	-	-	-	-	-	-	-	-
North West/North East Base for stats Mean Score	184 49786	10 41717	24 42563	30 43887	83 48649	37 63988	184 49786	-	-	-	-	-	-	184 49786	-	-	-	-	-	-	-	-	-
Scotland Base for stats Mean Score	85 44917	-	11 40105	24 42484	34 46395	16 48735	85 44917	-	-	-	-	-	-	-	85 44917	-	-	-	-	-	-	-	-

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

	SALARY						LEVEL OF RESPONSIBILITY										EMPLOYERS MAIN ACTIVITY									
	Total	<£20k	£20k-£29999	£30k-£39999	£40k-£59999	£60k+	Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Principal	Other*	Comm./Ind	Surv Prac	Inv/ Devt	Fin Serv	Govt	Education	Non - profit	Architect/ Design Cons					
Total:	1094	21	36	184	577	276	-	-	1094	-	-	-	-	156	472	156	73	139	18	46	34					
Total Base for stats Mean Score	1094	21	36	184	577	276	-	-	1094	-	-	-	-	156	472	156	73	139	18	46	34					
Total UK Base for stats Mean Score	954	5	23	168	536	222	-	-	954	-	-	-	-	135	415	114	65	134	18	44	29					
Total Elsewhere Base for stats Mean Score	140	16	13	16	41	54	-	-	140	-	-	-	-	21	57	42	8	5	-	2	5					
London/South East Base for stats Mean Score	412	-	7	43	223	139	-	-	412	-	-	-	-	54	176	61	43	48	2	16	12					
South West/Wales Base for stats Mean Score	85	1	5	18	48	13	-	-	85	-	-	-	-	11	37	9	3	13	2	8	2					
E/W Midlands/East Anglia Base for stats Mean Score	160	2	7	36	86	29	-	-	160	-	-	-	-	31	68	14	4	24	6	8	5					
North West/North East Base for stats Mean Score	184	1	2	39	116	26	-	-	184	-	-	-	-	22	81	17	11	34	4	10	5					
Scotland Base for stats Mean Score	85	-	-	26	50	9	-	-	85	-	-	-	-	12	45	11	2	11	1	1	2					
	49786	18250	28250	36016	46789	86683	-	-	49786	-	-	-	-	52408	45878	51382	94568	43186	53250	47701	43900					
	46154	18000	24040	34498	47234	68979	-	-	46154	-	-	-	-	45618	40265	56294	46500	53675	52250	49138	45000					
	49851	12202	26571	36148	47533	81952	-	-	49851	-	-	-	-	70577	43051	53561	48348	42839	47333	45688	48000					
	56777	-	26392	34207	48958	77832	-	-	56777	-	-	-	-	61059	53360	67802	65202	47591	54850	47550	50750					
	46154	18000	24040	34498	47234	68979	-	-	46154	-	-	-	-	45618	40265	56294	46500	53675	52250	49138	45000					

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

		MAIN PROFESSIONAL ACTIVITY																			
Total	Academic	Building Surveying	Claims & Dispute Res	Commercial Dev	Construction Contract Mgr	Corporate Property Cons	Environmental	Estates Surveyor or (In House)	Facilities Mgmt Cons	Facilities Mgmt In-house	FM Service Prov	Fund Management	Geomatics	General Practice	Industrial Agent	Investment Brokerage	Landlord & Tenant	Minerals	Office Agent	Planner	Quantity Surveyor
498	8	29	6	28	5	18	4	26	2	2	2	22	1	22	4	13	13	3	7	12	47
498 80206	8 50351	29 61414	6 90625	28 100090	5 93560	18 130167	4 62500	26 65981	2 132000	2 74250	2 72500	22 106000	1 35000	22 58659	4 63000	13 140038	13 61462	3 81833	7 51479	12 71650	47 66447
402 75825	5 53861	27 60600	4 80750	21 95000	5 93560	15 140300	4 62500	23 65087	2 132000	2 74250	1 75000	16 107750	-	21 57167	4 63000	10 82550	11 58545	1 48000	7 51479	12 71650	30 65330
96 98553	3 44500	2 72400	2 110375	7 115359	-	3 79500	-	3 72831	-	-	1 70000	6 101333	1 35000	1 90000	-	3 331667	2 77500	2 98750	-	-	17 68417
173 87500	1 58000	11 67000	1 74000	8 105875	-	10 167450	-	11 68487	1 95000	1 75000	1 75000	12 112667	-	7 76429	2 75000	5 105000	7 63143	-	5 50470	5 77560	7 72557
43 64629	1 54807	4 56000	1 82000	-	-	1 95000	1 62000	3 64833	1 169000	-	-	-	-	1 50000	-	-	1 35000	-	1 45000	2 82500	2 65500
62 68257	1 51000	4 56750	-	3 91667	1 52000	4 83750	1 93000	4 60000	-	1 73500	-	1 90000	-	5 61300	-	-	-	-	-	2 70000	4 67250
66 70772	1 65000	5 53000	1 37000	5 103000	1 145000	-	1 40000	4 66538	-	-	-	-	-	4 45750	2 51000	4 58875	3 55667	1 48000	-	2 58500	3 58667
46 61373	1 40500	2 71000	1 130000	5 71600	1 105000	-	1 55000	1 43000	-	-	-	3 94000	-	4 31500	-	1 65000	-	-	1 63000	1 50000	8 58875

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

	MAIN PROFESSIONAL ACTIVITY																GENDER		AGE						
	Total	Project Mgmt	Property Asset Mgmt	Property Finance	Rating	Regeneration	SHE	Research	Residential Agent	Residential Dev	Retail Agent	Rural Practice	Valuation	Building Control	Architecture	Other	Male	Female	18 to 22	23 to 26	27 to 30	31 to 35	36 to 45	46 to 55	56+
Total	498	25	61	12	5	4	3	6	8	21	2	19	41	3	10	4	458	40	-	7	18	48	208	157	60
Base for stats Mean Score	498	25	61	12	5	4	3	6	8	21	2	19	41	3	10	4	458	40	-	7	18	48	208	157	60
80206	91228	89457	103417	62400	62400	92000	128333	85250	49563	85405	100000	63767	69685	48800	44400	89250	82078	58775	-	26965	53344	67448	83768	82215	87078
Total UK	402	18	52	9	5	3	3	5	8	19	1	19	25	2	9	3	373	29	-	2	16	37	179	120	48
Base for stats Mean Score	75825	99538	79248	84778	62400	102667	128333	86300	49563	84605	60000	63767	56983	66000	47333	69000	76442	67890	-	32500	51938	80684	77108	70436	
Total Elsewhere	96	7	9	3	-	1	-	1	-	2	1	-	16	1	1	1	85	11	-	5	2	11	29	37	12
Base for stats Mean Score	98553	69860	148444	159333	-	60000	-	80000	-	93000	140000	-	89531	14400	18000	150000	106810	34746	-	24750	64592	66209	102803	98778	153646
London/South East	173	6	30	7	1	1	3	5	3	7	1	3	10	-	-	1	156	17	-	-	8	20	77	49	19
Base for stats Mean Score	87500	98333	83808	95714	85000	132000	128333	86300	60000	86000	60000	73333	64180	-	-	85000	88741	76106	-	-	63875	75510	95419	90542	70124
South West/Wales	43	1	6	-	1	-	-	-	3	3	-	3	4	1	1	1	40	3	-	-	1	1	17	14	10
Base for stats Mean Score	64629	46000	73917	-	56000	-	-	-	35000	57000	-	97833	50188	46000	48000	62000	65244	56436	-	-	50000	45000	63239	68000	65700
E/W Midlands/East Anglia	62	4	9	1	-	1	-	-	1	3	-	5	4	-	3	-	58	4	-	-	1	3	26	22	10
Base for stats Mean Score	68257	68919	73778	53000	-	125000	-	-	40000	104167	-	62555	53750	-	30000	-	68146	69875	-	-	45000	39500	71238	64750	79178
North West/North East	66	6	4	-	2	1	-	-	-	4	-	4	4	-	3	1	62	4	-	1	3	7	35	17	3
Base for stats Mean Score	70772	127167	71375	-	51750	51000	-	-	-	104250	-	58825	51250	-	63000	60000	72173	49050	-	25000	35667	63929	70177	87074	51667
Scotland	46	-	3	1	1	-	-	-	1	2	-	4	1	1	2	-	45	1	-	1	2	4	18	17	4
Base for stats Mean Score	61373	-	71217	40000	67500	-	-	-	71500	52500	-	37500	60000	86000	49500	-	62070	30000	-	40000	34000	58250	71583	53509	71000

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

	EXPERIENCE (YEARS)										REGION												
	Total	Less than 2	3 to 6	7 to 10	11 to 20	20+	Total UK	Total non UK	Greater London	South East	South West/Wales	East Anglia	Midlands	North West/East	Scotland	Ireland	Americas	Middle East/Asia	Oceania/Australasia	Europe/Non UK	Africa	Asia	
Total:	498	11	33	45	186	223	402	96	116	57	43	15	47	66	46	12	20	10	4	37	7	18	
Total Base for stats Mean Score	498 80206	11 29703	33 49884	45 72031	186 81294	223 87926	402 75825	96 98553	116 95032	57 72171	43 64629	15 62152	47 70206	66 70772	46 61373	12 69918	20 143090	10 77520	4 59625	37 113556	7 44516	18 59576	
Total UK Base for stats Mean Score	402 75825	5 34760	25 51648	37 69686	153 76413	182 81028	402 75825	-	116 95032	57 72171	43 64629	15 62152	47 70206	66 70772	46 61373	12 69918	-	-	-	-	-	-	-
Total Elsewhere Base for stats Mean Score	96 98553	6 25489	8 44372	8 82875	33 103928	41 118550	-	96 98553	-	-	-	-	-	-	-	-	20 143090	10 77520	4 59625	37 113556	7 44516	18 59576	
London/South East Base for stats Mean Score	173 87500	3 37267	8 62175	21 76424	67 91713	74 91602	173 87500	-	116 95032	57 72171	-	-	-	-	-	-	-	-	-	-	-	-	-
South West/Wales Base for stats Mean Score	43 64629	-	2 44404	2 47500	17 66926	22 66250	43 64629	-	-	43 64629	-	-	-	-	-	-	-	-	-	-	-	-	-
E/W Midlands/East Anglia Base for stats Mean Score	62 68257	-	1 45000	1 40000	24 59007	36 75855	62 68257	-	-	-	15 62152	47 70206	-	-	-	-	-	-	-	-	-	-	-
North West/North East Base for stats Mean Score	66 70772	2 31000	8 46500	7 53500	24 69113	25 88150	66 70772	-	-	-	-	-	-	66 70772	-	-	-	-	-	-	-	-	-
Scotland Base for stats Mean Score	46 61373	-	5 47600	5 72800	14 61107	22 62075	46 61373	-	-	-	-	-	-	-	46 61373	-	-	-	-	-	-	-	-

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

	SALARY							LEVEL OF RESPONSIBILITY										EMPLOYERS MAIN ACTIVITY						
	Total	<£20k	£20k-£29999	£30k-£39999	£40k-£59999	£60k+	Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Principal	Other*	Comm./Ind	Surv Prac	Inv/ Devt	Fin Serv	Govt	Education	Non - profit	Architect/ Design Cons			
Total:	498	11	14	26	125	322	-	-	-	498	-	-	-	64	244	98	25	19	17	11	20			
Total Base for stats Mean Score	498 80206	11 12075	14 25413	26 33873	125 49041	322 100755	-	-	-	498 80206	-	-	-	64 99022	244 67848	98 94671	25 131560	19 62673	17 73705	11 78093	20 59040			
Total UK Base for stats Mean Score	402 75825	-	8 25725	20 34060	116 49314	258 92535	-	-	-	402 75825	-	-	-	52 95173	205 64123	65 92613	19 111000	18 65406	14 79963	11 78093	18 61267			
Total Elsewhere Base for stats Mean Score	96 98553	11 12075	6 24997	6 33250	9 45522	64 133892	-	-	-	96 98553	-	-	-	12 115703	39 87429	33 98724	6 196667	1 13493	3 44500	-	2 39000			
London/South East Base for stats Mean Score	173 87500	-	1 22800	6 34983	26 49994	140 97178	-	-	-	173 87500	-	-	-	24 102822	84 73260	31 101468	11 136273	8 74538	5 84200	6 85208	4 85700			
South West/Wales Base for stats Mean Score	43 64629	-	2 27500	2 34500	19 49871	20 85375	-	-	-	43 64629	-	-	-	4 65250	23 59533	3 64000	1 130000	3 52000	4 84952	2 64000	3 67667			
E/W Midlands/East Anglia Base for stats Mean Score	62 68257	-	-	5 32000	22 48068	35 86127	-	-	-	62 68257	-	-	-	5 71600	29 62207	11 92545	4 70750	5 60200	3 84392	1 64776	4 37500			
North West/North East Base for stats Mean Score	66 70772	-	1 25000	5 35460	27 51230	33 93498	-	-	-	66 70772	-	-	-	8 127119	40 54133	10 93470	-	1 81000	1 65000	2 77500	4 63250			
Scotland Base for stats Mean Score	46 61373	-	4 25750	2 32500	16 46509	24 79625	-	-	-	46 61373	-	-	-	8 69313	20 55225	10 72965	3 65667	1 43000	1 40500	-	3 51333			

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

		MAIN PROFESSIONAL ACTIVITY																					
	Total	Academic	Building Surveying	Claims & Dispute Res	Commercial Dev	Construction Contract Mgr	Corporate Property Cons	Environmental	Estates Surveyor or (In House)	Facilities Mgmt In-house	Facilities Mgmt In-house Cons	Facilities Mgmt In-house	FM Service Prov	Fund Management	Geomatics	General Practice	Industrial Agent	Investment Brokerage	Landlord & Tenant	Minerals	Office Agent	Planner	Quantity Surveyor
Total:	238	3	21	3	11	2	6	9	6	-	-	1	-	-	6	12	2	2	4	-	4	8	30
Total Base for stats Mean Score	238 73524	3 27467	21 55595	3 79000	11 95891	2 65500	6 79731	9 36344	6 75933	- 420000	- 420000	1 420000	- -	- -	6 38283	12 65042	2 37500	2 165000	4 63250	- -	4 48500	8 57938	30 88975
Total UK Base for stats Mean Score	189 75989	2 40000	21 55595	3 79000	8 114350	1 46000	5 80677	9 36344	5 71120	- 420000	- 420000	1 420000	- -	- -	4 38425	10 69550	1 60000	- -	4 63250	- -	4 48500	8 57938	19 103224
Total Elsewhere Base for stats Mean Score	49 64018	1 2400	- -	- -	3 46667	1 85000	1 75000	- -	1 100000	- -	- -	- -	- -	- -	2 38000	2 42500	1 15000	2 165000	- -	- -	- -	- -	11 64364
London/South East Base for stats Mean Score	79 102220	2 40000	8 69188	- -	4 97500	- -	1 150000	2 37400	3 74533	1 420000	- -	1 420000	- -	- -	3 35233	2 55000	- -	- -	1 100000	- -	3 56667	3 63333	9 166472
South West/Wales Base for stats Mean Score	21 36010	- -	4 27750	- -	1 4800	- -	1 65000	1 18000	1 32000	- -	- -	- -	- -	- -	- -	1 30000	1 60000	- -	2 33000	- -	- -	1 59000	1 70000
E/W Midlands/East Anglia Base for stats Mean Score	38 59912	- -	4 49500	- -	1 20000	1 46000	- -	2 31000	- -	- -	- -	- -	- -	- -	1 48000	4 100125	- -	- -	- -	- -	- -	3 49833	2 47500
North West/North East Base for stats Mean Score	30 64910	- -	4 67500	1 90000	1 300000	- -	1 96000	4 43075	1 100000	- -	- -	- -	- -	- -	- -	1 55000	- -	- -	1 87000	- -	- -	1 65000	3 40000
Scotland Base for stats Mean Score	17 59664	- -	- -	2 73500	- -	- -	2 46192	- -	- -	- -	- -	- -	- -	- -	- -	1 15000	- -	- -	- -	- -	1 24000	- -	4 44500

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

	MAIN PROFESSIONAL ACTIVITY																GENDER		AGE						
	Total	Project Mgmt	Property Asset Mgmt	Property Finance	Rating	Regeneration	SHE	Research	Residential Agent	Residential Dev	Retail Agent	Rural Practice	Valuation	Building Control	Architecture	Other	Male	Female	18 to 22	23 to 26	27 to 30	31 to 35	36 to 45	46 to 55	56+
Total	238	8	8	2	2	3	6	4	8	8	3	8	17	7	24	-	215	23	1	3	7	18	74	83	52
Base for stats Mean Score	73524	69250	74375	97500	69500	85333	56000	31100	161875	68438	100000	65000	59118	127769	57866	-	71284	94465	1M*	31600	37643	42997	57665	82853	81203
Total UK Base for stats Mean Score	189	5	8	1	2	3	6	3	8	5	2	8	7	7	19	-	171	18	1	1	5	14	59	63	46
75989	65800	74375	95000	69500	85333	56000	26467	100000	161875	100000	100000	65000	51714	127769	54146	-	72144	112517	1M*	80400	47000	46497	56834	85314	79730
Total Elsewhere Base for stats Mean Score	49	3	-	1	-	-	-	1	-	3	1	-	10	-	5	-	44	5	-	2	2	4	15	20	6
64018	75000	-	100000	-	-	-	45000	100000	-	15833	100000	-	64300	-	72000	-	67943	29480	-	7200	14250	30750	60933	75100	92500
London/South East Base for stats Mean Score	79	1	7	1	1	2	-	4	4	103750	100000	58500	37000	191375	78429	-	74	5	1	1	3	27	21	23	112687
102220	50000	76429	95000	56000	56000	57500	-	270500	270500	270500	100000	58500	37000	191375	78429	-	93170	236160	1M*	80400	55000	56384	63178	112533	
South West/Wales Base for stats Mean Score	21	-	-	-	-	1	1	1	1	-	-	-	-	1	3	-	19	2	-	-	1	6	8	5	31800
36010	-	-	-	-	-	50000	14400	20000	20000	-	-	-	-	8000	49333	-	38011	17000	-	-	30000	20000	36833	40775	31800
E/W Midlands/East Anglia Base for stats Mean Score	38	3	-	-	-	3	-	1	1	85000	100000	61000	-	1	5	-	34	4	-	-	-	5	12	11	10
59912	73000	-	-	-	-	57000	-	100000	100000	85000	100000	61000	-	68880	26156	-	60887	51625	-	-	-	37800	57490	76091	56078
North West/North East Base for stats Mean Score	30	1	1	-	-	-	2	2	46500	-	-	1	3	-	2	-	25	5	-	-	-	4	10	12	4
64910	60000	60000	-	-	-	-	32500	46500	46500	-	-	40000	49333	-	63000	-	55892	110000	-	-	-	59450	56450	82417	39000
Scotland Base for stats Mean Score	17	-	-	-	1	-	-	-	-	-	-	2	2	1	1	-	15	2	-	-	1	4	8	4	50000
59664	-	-	-	-	83000	-	-	-	-	-	-	90000	70000	52000	40000	-	59826	27000	-	-	40000	-	43000	67423	50000

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

	EXPERIENCE (YEARS)										REGION											
	Total	Less than 2	3 to 6	7 to 10	11 to 20	20+	Total UK	Total non UK	Greater London	South East	South West/Wales	East Anglia	Midlands	North West/East	Scotland	Ireland	Americas	Middle East/Asia	Oceania/Australasia	Europe/Non UK	Africa	Asia
Total:	238	19	14	24	59	122	189	49	40	39	21	10	28	30	17	4	14	1	4	17	7	6
Total Base for stats Mean Score	238 73524	19 82832	14 38521	24 45771	59 68414	122 84023	189 75989	49 64018	40 111469	39 92733	21 36010	10 51478	28 62924	30 64910	17 55964	4 88750	14 77314	1 250000	4 57000	17 59382	7 47000	6 39667
Total UK Base for stats Mean Score	189 75989	14 99814	8 47725	22 47205	45 69898	100 83988	189 75989	- -	40 111469	39 92733	21 36010	10 51478	28 62924	30 64910	17 55964	4 88750	- -	- -	- -	- -	- -	- -
Total Elsewhere Base for stats Mean Score	49 64018	5 35280	6 26250	2 30000	14 63643	22 84182	- -	49 64018	- -	- -	- -	- -	- -	- -	- -	- -	14 77314	1 250000	4 57000	17 59382	7 47000	6 39667
London/South East Base for stats Mean Score	79 102220	4 275800	4 52500	5 56600	19 65692	47 111298	79 102220	- -	40 111469	39 92733	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
South West/Wales Base for stats Mean Score	21 36010	4 14300	- -	5 26800	2 49500	10 46600	21 36010	- -	- -	21 36010	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -	- -
E/W Midlands/East Anglia Base for stats Mean Score	38 59912	4 49250	1 30000	5 52000	12 62573	16 64924	38 59912	- -	- -	- -	- -	10 51478	28 62924	- -	- -	- -	- -	- -	- -	- -	- -	- -
North West/North East Base for stats Mean Score	30 64910	1 20000	2 53400	6 53583	7 94286	14 59929	30 64910	- -	- -	- -	- -	- -	- -	30 64910	- -	- -	- -	- -	- -	- -	- -	- -
Scotland Base for stats Mean Score	17 55964	1 20000	- -	1 40000	4 46846	11 64000	17 55964	- -	- -	- -	- -	- -	- -	- -	17 55964	- -	- -	- -	- -	- -	- -	- -

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

	SALARY						LEVEL OF RESPONSIBILITY						EMPLOYERS MAIN ACTIVITY							
	Total	<£20k	£20k-£29999	£30k-£39999	£40k-£59999	£60k+	Asst	Staff	Snr	Assoc/ Mgr	Part/ Exec	Principal	Other*	Comm./Ind	Surv Prac	Inv/ Devt	Fin Serv	Govt	Education	Non - profit
Total:	238	21	17	30	58	112	-	-	-	-	238	-	16	144	20	-	16	3	9	30
Total Base for stats Mean Score	238 73524	21 12032	17 23912	30 33673	58 47940	112 116508	-	-	-	-	238 73524	-	16 75656	144 64777	20 91025	-	16 79436	3 47333	9 52909	30 108356
Total UK Base for stats Mean Score	189 75989	14 11913	15 23967	22 34600	50 48410	88 121067	-	-	-	-	189 75989	-	11 81227	115 65730	12 100417	-	15 79865	3 47333	9 52909	24 120345
Total Elsewhere Base for stats Mean Score	49 64018	7 12271	2 23500	8 31125	8 45000	24 99792	-	-	-	-	49 64018	-	5 63400	29 61000	8 76938	-	1 73000	-	-	6 60400
London/South East Base for stats Mean Score	79 102220	5 11360	3 28500	7 35743	21 49557	43 154469	-	-	-	-	79 102220	-	7 78286	42 87566	6 102500	-	8 97075	2 40000	3 46000	11 203636
South West/Wales Base for stats Mean Score	21 36010	5 11040	3 21333	3 32667	6 47000	4 64250	-	-	-	-	21 36010	-	-	16 35088	1 42000	-	-	-	1 4800	3 49333
E/W Midlands/East Anglia Base for stats Mean Score	38 59912	2 10890	5 23400	6 33917	6 47833	19 86704	-	-	-	-	38 59912	-	1 46000	25 59320	2 52500	-	4 66595	1 62000	1 120000	4 48570
North West/North East Base for stats Mean Score	30 64910	1 18000	2 24500	3 36500	12 49650	12 97917	-	-	-	-	30 64910	-	1 39500	20 55340	3 147667	-	-	-	2 63500	4 57750
Scotland Base for stats Mean Score	17 55964	1 15000	2 22000	1 30000	5 43000	8 80923	-	-	-	-	17 55964	-	1 60000	10 61000	-	-	3 51667	-	2 43192	1 40000

Notes

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