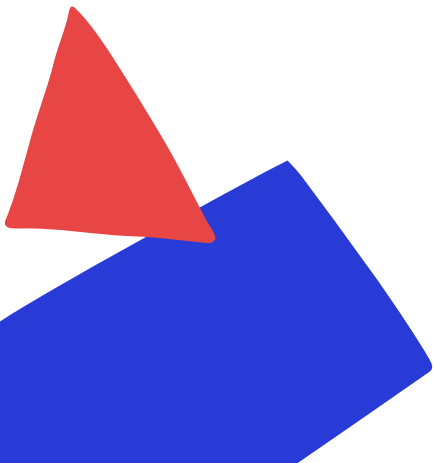


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Engineering & Technical
Salary Survey 2023/24



The engineering industry is currently experiencing a dynamic and transformative phase. With the remaining impact of COVID-19, the industry has adapted to new challenges and opportunities. The pandemic accelerated the adoption of digital technologies, remote work, and automation. Engineers have embraced virtual collaboration tools to continue project development and ensure business continuity. Despite the challenges, the pandemic has also brought to light the industry's resilience and adaptability.

One major concern facing the engineering sector is talent shortages. The pandemic disrupted the workforce, causing many skilled professionals to reconsider their career paths or retire early. Additionally, travel restrictions and visa limitations have hindered the mobility of international talent, further exacerbating the shortage. Companies are now investing in upskilling their existing workforce and building partnerships with educational institutions to develop a pipeline of skilled engineering graduates. Addressing talent shortages is crucial to meeting the increasing demand for engineering solutions in various industries.

Despite the challenges brought on by COVID-19 and talent shortages, the engineering industry remains pivotal in driving innovation and addressing global challenges. Engineers are at the forefront of developing sustainable and resilient infrastructure, renewable energy solutions, and cutting-edge technologies. To thrive in this evolving landscape, companies are fostering a culture of innovation, diversity, and flexibility to attract and retain top talent. Embracing digitalization and investing in the workforce's professional development will be essential to steer the engineering industry towards continued growth and success.



Engineering & Technology Salary Survey 2023



Quality, Health and Safety & Technical

Job Title	South Wales Min.	South Wales Max.	Avg.	South West Min.	South West Max.	Avg.
Quality Inspector	£25,000	£36,000	£34,000	£29,000	£38,000	£34,500
Quality Technician	£28,000	£40,000	£35,000	£30,000	£42,000	£38,000
Quality Engineer	£35,000	£45,000	£41,000	£34,000	£50,000	£43,000
Quality Systems Engineer	£38,000	£48,000	£41,000	£39,000	£52,000	£46,500
Supplier Quality Engineer	£35,000	£50,000	£42,000	£34,000	£60,000	£40,000
Validation Engineer	£42,000	£60,000	£48,000	£43,000	£60,000	£51,000
Quality Manager	£40,000	£70,000	£48,000	£38,000	£75,000	£55,000
QHSE Manager	£40,000	£65,000	£52,000	£40,000	£68,000	£55,000
H&S Advisor	£27,000	£45,000	£37,500	£32,000	£57,000	£44,500
HSE Advisor	£28,000	£38,000	£36,000	£26,000	£49,000	£37,500
H&S Manager	£35,000	£55,000	£45,000	£33,000	£63,000	£48,000
NDT Technician	£32,000	£41,000	£36,000	£28,000	£42,000	£34,000
Regulatory Associate	£29,000	£36,000	£32,000	£27,500	£46,400	£35,000
Regulatory/Compliance Engineer	£32,000	£55,000	£46,000	£37,000	£60,000	£47,000
Validation Engineer	£40,000	£58,000	£48,000	£50,000	£68,000	£62,000
Laboratory Manager	£36,000	£49,500	£43,000	£34,000	£54,500	£46,000
Laboratory Technician	£25,000	£36,000	£31,000	£25,000	£38,000	£33,000

Engineering & Technical Salary Survey 2023



Maintenance / Engineering

Job Title	South Wales Min.	South Wales Max.	Avg.	South West Min.	South West Max.	Avg.
Multiskilled Maintenance Technician	£38,000	£52,000	£45,000	£35,000	£54,000	£44,500
Maintenance Teamleader / Supervisor	£45,000	£50,000	£47,000	£46,000	£55,000	£50,500
Maintenance Manager	£50,000	£60,000	£55,000	£46,000	£60,000	£53,000
Engineering Manager	£65,000	£80,000	£65,000	£55,000	£80,000	£67,500
Control Systems Engineer	£45,000	£62,000	£57,500	£42,000	£62,000	£52,000
Automation Engineer	£45,000	£65,000	£50,000	£42,000	£53,000	£47,500
Reliability Technician	£40,000	£52,000	£46,000	£42,000	£52,000	£47,000
Reliability Engineer	£40,000	£52,000	£46,000	£42,000	£52,000	£47,000
Maintenance Planner	£35,000	£45,000	£40,000	£37,000	£48,000	£42,500
Field Service Engineer (Local Area)	£35,000	£45,000	£40,000	£33,000	£42,000	£37,500

Shifts

Pattern	South Wales Min.	South Wales Max.	Avg.	South West Min.	South West Max.	Avg.
Days	£30,000	£40,000	£35,000	£39,000	£47,000	£43,000
2 Shifts	£35,000	£40,000	£37,500	£42,000	£44,000	£43,000
3 Shifts	£40,000	£43,000	£41,000	£44,000	£45,000	£44,500
4-On-4-Off	£40,000	£48,000	£45,000	£47,000	£54,000	£50,500
Continental Panama / 2-On-2-Off-3-On-3-Off	£40,000	£48,000	£45,000	£44,000	£49,000	£46,500

Engineering & Technology Salary Survey 2023



Industrial Engineering

Job Title	South Wales Min.	South Wales Max.	Avg.	South West Min.	South West Max.	Avg.
Manufacturing Engineer	£38,000	£58,000	£48,000	£42,000	£63,000	£54,000
Production Engineer (CNC)	£35,000	£55,000	£46,000	£39,500	£59,000	£52,000
Process Engineer	£30,000	£50,000	£43,000	£33,000	£53,000	£44,500
CI / Lean Engineer	£43,000	£60,000	£53,000	£44,000	£60,000	£53,000
Industrial Engineering Manager	£55,000	£85,000	£76,000	£70,000	£90,000	£85,000

Design

Job Title	South Wales Min.	South Wales Max.	Avg.	South West Min.	South West Max.	Avg.
Mechanical Design Engineer	£28,000	£46,000	£38,000	£32,000	£52,000	£42,000
CAD Technician	£28,000	£38,000	£33,500	£28,000	£39,000	£33,500
Electrical Design Engineer	£35,000	£56,000	£42,500	£37,000	£62,000	£49,500
Electronics Engineer	£35,000	£56,000	£47,000	£37,000	£65,000	£48,000
Hardware Engineer	£35,000	£55,000	£47,000	£37,000	£65,000	£48,000
Embedded Engineer	£35,000	£60,000	£48,000	£37,000	£65,000	£48,000
Test Engineer	£35,000	£44,000	£39,000	£35,000	£47,000	£41,000
Applications Engineer	£35,000	£50,000	£38,000	£37,500	£62,000	£43,000
Engineering Project Manager	£45,000	£65,000	£55,000	£47,000	£72,000	£61,000
Mechanical Design Manager	£50,000	£75,000	£62,500	£52,000	£87,000	£69,500

Engineering & Technology Salary Survey 2023



Procurement & Supply Chain

Job Title	South Wales Min.	South Wales Max.	Avg.	South West Min.	South West Max.	Avg.
Head of Procurement	£65,000	£90,000	£82,000	£75,000	£95,000	£86,000
Purchasing Manager	£40,000	£65,000	£50,000	£42,000	£72,000	£55,500
Supply Chain Manager	£40,000	£65,000	£52,000	£42,000	£67,000	£54,500
Buyer	£30,000	£45,000	£39,000	£32,000	£57,000	£44,500
Procurement Assistant	£26,000	£35,000	£30,000	£32,000	£57,000	£44,500
Production Planner	£30,000	£48,000	£42,000	£32,000	£57,000	£44,500

Manufacturing

Job Title	South Wales Min.	South Wales Max.	Avg.	South West Min.	South West Max.	Avg.
Head of Manufacturing	£65,000	£100,000	£82,500	£67,000	£112,000	£89,500
Operations Manager	£50,000	£75,000	£62,500	£52,000	£87,000	£69,500
Production Manager	£42,000	£65,000	£55,000	£47,000	£72,000	£60,500
Production Engineer / Offline Programme	£35,000	£50,000	£42,500	£37,000	£62,000	£49,500
CNC Programmer / Setter	£34,000	£48,000	£37,000	£34,000	£51,000	£38,000
CNC Setter / Operator	£27,000	£41,000	£34,000	£28,000	£42,000	£35,500
CNC Operator	£24,000	£28,000	£27,000	£27,000	£30,000	£28,000
Production Operator	£24,000	£30,000	£28,500	£23,500	£30,000	£29,000
Shift Manager	£40,000	£48,000	£44,000	£42,000	£48,000	£45,000

Engineering & Technology Salary Survey 2023



Technical (Food)

Job Title	South Wales Min.	South Wales Max.	Avg.	South West Min.	South West Max.	Avg.
NPD Technologist	£33,000	£40,000	£36,000	£30,000	£40,000	£37,000
NPD Manager	£40,000	£55,000	£47,000	£40,000	£55,000	£48,000
Process Technologist	£32,000	£38,000	£36,000	£33,000	£40,000	£36,000
Packaging Technologist	£32,000	£40,000	£35,000	£33,000	£40,000	£36,000
Specifications Technologist	£33,000	£38,000	£35,000	£33,000	£38,000	£35,000

Contract - Design

Job Title	South Wales Min.	South Wales Max.	Avg.
Mechanical Design Engineer	£30.00 p/h	£45.00 p/h	£37.00 p/h
CAD Technician	£27.00 p/h	£35.00 p/h	£31.00 p/h
Electrical Design Engineer	£35.00 p/h	£40.00 p/h	£37.00 p/h
Power Electronics Engineer	£50.00 p/h	£60.00 p/h	£55.00 p/h
Electronics Design Engineer	£45.00 p/h	£55.00 p/h	£50.00 p/h
Hardware Engineer	£45.00 p/h	£55.00 p/h	£50.00 p/h
Embedded Engineer	£40.00 p/h	£50.00 p/h	£45.00 p/h

* Rates are outside IR35. An additional £8.00 - £10.00 p/h would need to be included if roles fell inside IR35

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