

Salary Benchmarking

Executive Salary Surveys



Executive pay and benefits

in Construction and Business Services



Our customers...

Our customers include many of the major UK construction and business services employers. In fact, 16 out of the top 25 Construction News 100 (CN100) top contractors participate in our surveys. Our customers include:

- Balfour Beatty
- BAM Construct
- Black & Veatch
- Carillion
- EMCOR
- Galliford Try
- GB Construction
- Interserve
- John Sisk & Son
- Kier
- Laing O'Rourke
- Lend Lease
- McNicholas
- Miller
- Morgan Sindall
- N G Bailey
- Rydon
- Shepherd
- Sir Robert McAlpine
- Skanska
- Vinci
- Volker Wessel
- Wates
- Willmott Dixon

Market practice

In a challenging marketplace, effective and competitive executive remuneration is a key focus.

Employers need to ensure their reward policies and practices are both practical and relevant. Therefore, having access to up-to-date market practice in the industry in which you operate is essential.

Executive pay

Paydata's Executive Construction Survey is designed to help you understand pay and benefits trends for key senior management positions in the construction and business services industry.

We are the leading provider of salary and benefits data to the construction industry. Since 2002 we have helped many of the UK's construction companies benchmark their terms and conditions to the external market in a robust, confidential and legal manner.

Like-for-like comparisons Senior management pay is typically related to a range of factors. In order to have a clear understanding of what drives this, our survey examines:

- Annual turnover
- Business autonomy
- Range and mix of business activities
- Reporting level within the organisation structure
- Board membership
- Role scope

Our robust job matching methodology examines the factors that have the **greatest influence on executive pay**, to provide you with an accurate and tailored picture of market practice for the top people in your organisation.

Information presented

The survey brings together information from our databank as well as annual company reports and accounts, to present market practice on the following:

- Base salary
- Bonus, shares and LTI arrangements
- Cars, pensions and other key benefits

Positions covered

The survey covers key senior management positions at all levels*:

- Bid Director
- Business Unit Head
- Chief Executive Officer
- Chief Operating Officer
- Commercial Director
- Construction Director
- Engineering Director
- Finance Director
- Health & Safety Director
- HR Director
- Legal Director
- Managing Director
- Procurement Director
- Regional/Divisional Director
- Sales & Marketing Director

* subject to adequate sample sizes for meaningful analysis

Personalised reports

Participating companies receive a personalised market guidelines report which covers their key senior roles, as well as a full pay listing at all levels of seniority. These are in the form of an Adobe file together with an Excel spreadsheet showing the base pay data.

Our reports are simple to interpret and enable participants to easily compare their reward practices to the market.

The reports are **designed for organisations of all sizes**, from £30 million to over £4 billion turnover.

Personalised market guidelines for your top people

Sample personalised salary report

Your data					Market data				
Your ref	Your job title	Paydata role	Paydata level	Your salary	Paydata level	Lower range	Median	Upper range	Compa ratio
				£		£	£	£	%
123	Chief Executive Officer	Chief Executive	22	537,600	22	440,000	520,000	630,000	103%
124	Director Of Operations	Chief Operating Officer	19	295,000	19	230,000	270,000	325,000	109%
125	Group Financial Director	Finance Director	19	255,000	19	225,000	265,500	320,000	96%
126	MD Delivery	Managing Director	19	250,000	19	205,000	245,000	295,000	103%
127	Head of Specialist Business	Managing Director	18	226,500	18	175,000	205,000	245,000	109%
128	Supply Chain Director	Head of Procurement	17	161,000	17	130,000	153,000	185,000	105%
129	Head of HR	HR Director	17	148,750	16	128,000	151,000	181,000	98%
130	Divisional Finance Director	Finance Director	16	118,000	15	97,000	114,000	136,000	103%
131	Head of Procurement	Head of Procurement	16	110,000	15	97,000	114,000	136,000	96%
132	Operations Director	Business Unit Head	15	109,000	All	72,000	81,000	93,000	135%
133	Commercial Director	Business Unit Head	15	89,000	All	72,000	81,000	93,000	110%

Notes

All All levels data, based on the whole sample, used for this role and does not reflect the level of your role.

U Unmatched role for which no market data is shown. This may be due to insufficient data to establish the level or no appropriate survey job.

Full list of market guidelines for each role, at all levels of seniority

Example full salary listing

Commercial Director

Base pay market data			
Paydata level	Lower range	Median	Upper range
	£	£	£
13	65,000	72,000	83,000
14	77,000	88,000	99,000
15	89,000	104,000	125,000
16	109,000	128,000	153,000
17	135,000	155,000	190,000
18	165,000	195,000	235,000
19	205,000	240,000	290,000
20	245,000	285,000	345,000

Construction Director

Base pay market data			
Paydata level	Lower range	Median	Upper range
	£	£	£
All	68,000	79,000	95,000

Engineering Director

Base pay market data			
Paydata level	Lower range	Median	Upper range
	£	£	£
13	65,000	72,000	83,000
14	78,000	87,000	101,000
15	89,000	104,000	125,000
16	110,000	129,000	155,000

Timely reports

Post-review salaries are collected from participants so that the survey database can be kept up-to-date all year round.

Data collection

Participants can either complete an easy-to-use spreadsheet questionnaire or provide a payroll or HR download, along with any relevant structure/organisation charts. We will mostly need to have a telephone discussion with you to help refine the job matching.

Fees

The annual subscription for this personalised solution is £1,750 +VAT.

Other Executive benchmarking services

We also provide more detailed bespoke analysis on senior pay in the form of Remuneration Committee reports. Please call us to discuss your individual needs and our fees.

If you would like to participate or require additional information please contact Tim Kellett on +44 (0)1733 391 377 or via email to timk@paydata.co.uk



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