

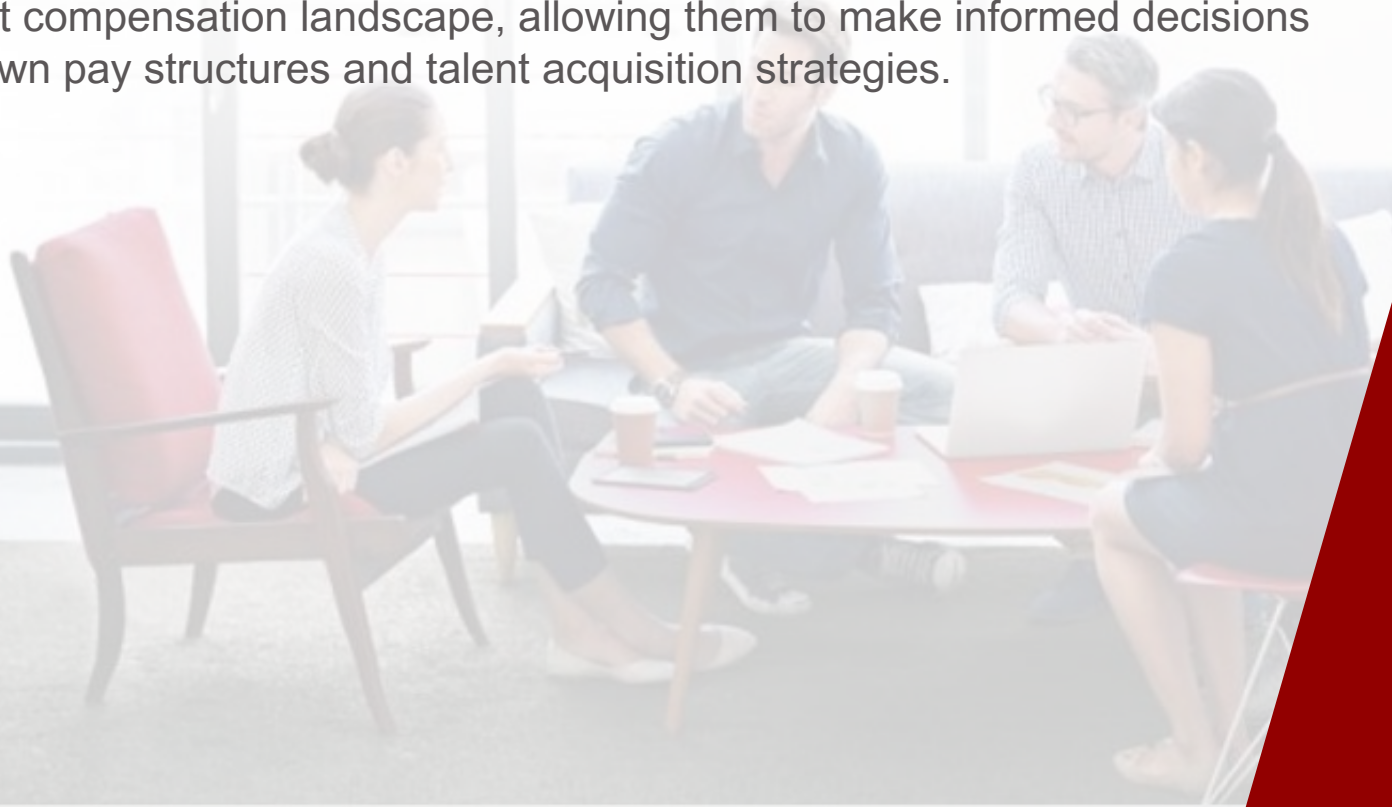
Project Management, Engineering & Technical Salary Survey

Construction, Infrastructure,
Utilities & Rail



About the Survey

The PET salary survey provides valuable insights into compensation trends and practices within Construction, Infrastructure and Rail organisations. The survey takes a targeted approach, focusing specifically on roles from Project Management and Civil Engineers to Electrical Technicians and BIM Specialists. By analysing the data collected, the report will provide organisations with a detailed understanding of the current compensation landscape, allowing them to make informed decisions about their own pay structures and talent acquisition strategies.



Key Insights

1. Competitive Compensation

The survey will reveal the current market rates for key positions, enabling organisations to ensure their compensation packages remain competitive and attractive to top talent.

2. Benefit Trends

Insights into the benefits and perks offered by industry leaders, allowing organisations to benchmark their own offerings and stay ahead of the curve.

3. Talent Retention

The survey will highlight factors that influence employee satisfaction and retention, empowering organisations to implement strategies to keep their best people.

4. Organisational Benchmarking

Organisations can use the data to assess their own compensation and benefits against industry peers, identifying areas for improvement and alignment.

Compensation Trends

Base Pay

The survey will provide detailed salary ranges for a wide variety of roles, based on factors such as years of experience, education, and geographic location. This information will help organisations ensure their compensation packages are in line with market standards.

Total Cash

The report will delve into the prevalence and structure of bonus and incentive programs, including the average payouts and performance metrics used. This data can inform an organisation's own incentive strategies to attract and retain top talent.

Benefits & Reward

The survey will explore the various benefits offered by industry leaders, such as benefits, pensions, Allowances & sick pay. This information can help organisations benchmark and enhance their own benefits packages.

Job Families

The survey covers a total of **45 roles** across differing levels of seniority. The survey provides data for specialist functions not covered by general industry surveys.

Project Management

Quality Surveyor

Commercial Management

Estimating

Planning

Consultant Engineering

Operational

Health & Safety

Digital

Timelines

Survey Launch

The survey will be launched on June 17th, with a data collection period of 9 weeks, and the submission deadline being August 16th. During this time, participating organisations will be asked to provide their compensation and benefits data.

Data Analysis

Following the data collection phase, our team of experts will thoroughly analyze the information and prepare the comprehensive report.

Report Delivery

The final report will be delivered to participating organisations by the end of September, providing them with valuable insights, and benchmarking data to inform their compensation and talent strategies.

Participation Benefits

Comprehensive Data

Participants will receive the full report, providing them with detailed compensation data and insights across a wide range of roles.

Customised Analysis

Organisations can opt for a customised report, tailored to their specific needs and requirements, to gain even deeper insights into their talent landscape.

Competitive Edge

By benchmarking their compensation and benefits against industry peers, participants can ensure their talent attraction and retention strategies remain competitive.

Networking Opportunities

Participants will have the chance to connect with other industry leaders and engage in discussions around best practices and emerging trends.

Participating Companies

BURO HAPPOLD

Balfour Beatty

ARCADIS
Design & Consultancy for natural and built assets

Jacobs

Wessex Water
YTL GROUP

BECHTEL

Severfield NetworkRail

SEVERN
TRENT

babcock™

KIER

national
highways

AECOM

telent

HS2

TRANSPORT
FOR LONDON

amey

MURPHY
WORLD-CLASS INFRASTRUCTURE

YOUR LONDON AIRPORT
Gatwick

McL & H
McLaughlin & Harvey

SIEMENS
Ingenuity for life

MORGAN
SINDALL
INFRASTRUCTURE

“The insight and support about compensation and benefits that QCG have provided us has allowed us to make strategic decisions and continue to be a key partner for us”.

Siemens Rail Automation

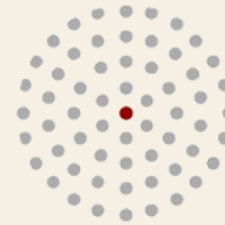
Our values

About Us

QCG is a specialist reward and employee experience consultancy, providing expert and friendly consultancy support to help you deliver fair pay, engaging benefits, effective recognition and a great employee experience.

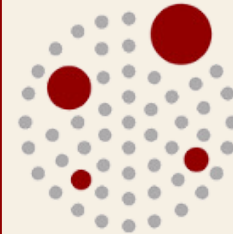
We have a longstanding track record of working successfully with organisations in the construction, engineering and rail sector including Amey, Arup, Balfour Beatty, Morgan Sindall Infrastructure, Schneider Electric, Transport for London and many more.

Our **values** are an important guide for us, and it is why we have long standing relationships with our clients.



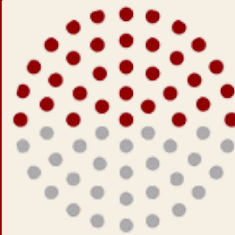
Quality

We deliver thorough solutions, without over-complicating things.



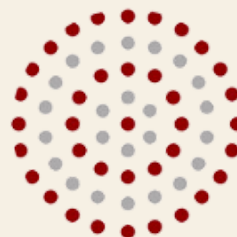
Integrity

We stand for our values and we do what's right for our clients.



Partnership

We work with clients as a team, challenging each other to deliver.



Individually

We deliver tailor-made solutions, adapting to what each client needs.

Part of the PG family

Contact Us

For more information about the Project Management, Engineering & Technical Salary Survey or to participate, please contact:

Spencer Hughes
Reward Consultant
spencer.hughes@innecto.com
+44 (0)20 3457 0894

Website: www.qcg.co.uk



Personal Group was founded over 35 years ago and has since grown to become a trusted and respected provider of people-centred insurance products, and both traditional and digital employee services. Personal Group became AIM listed in 2000.



Founded in 2009, Let's Connect have been part of Personal Group since 2014. They specialise in providing technology employee benefits, spreading the cost through their salary, either by salary sacrifice or by net pay arrangement.



Innecto has spent over 2 decades helping employers unlock the power of reward, annually providing support to over 100 companies; large multinationals and internationals through to dynamic high-growth SMEs.