



Engineering Salary Survey 2022



Engineering is fast becoming one of the most in demand skills. But what kind of salary or day rate can an engineer expect, and what should you be paying to get the best?

The ranges given in the salary survey are intended to be a guide only. Local conditions, such as industry density, demographics and the local economic environment are all important factors. We are also proud to offer a free bespoke salary benchmark service (without obligation). This will take into consideration the specifics of a vacancy, the size of the organisation and team, the local economy, and a competitor analysis. This is undertaken independently by our in-house research department and specialist consultants.

The figures for this year's salary survey were derived through a range of research and quantitative based techniques. These include:

- A review of the placements made by JAM in the past 6 months
- Local published vacancies
- Market knowledge of our consultants
- An in-depth survey conducted amongst clients and candidates on our database

In total, salaries of over 5000 people were considered.

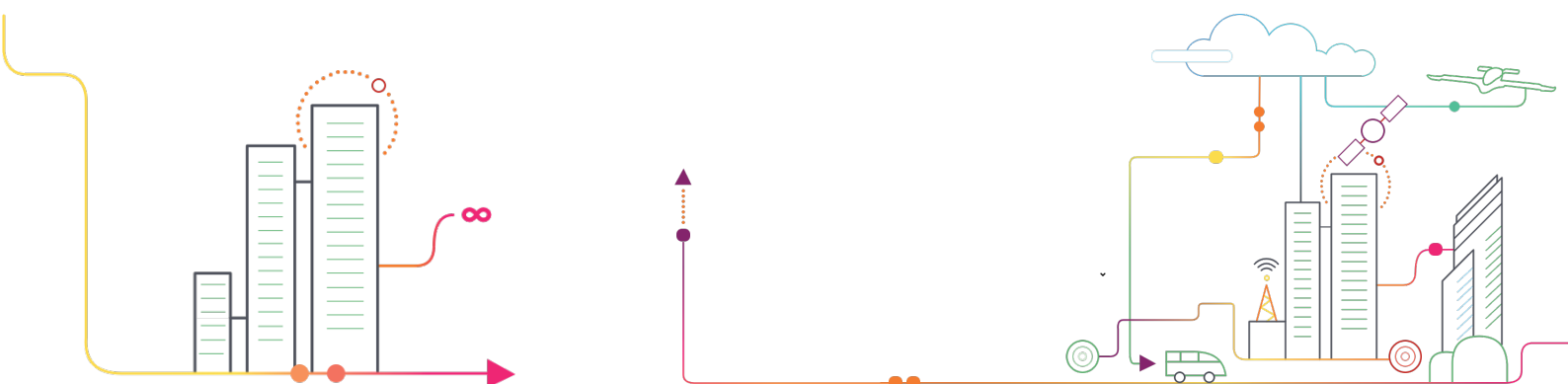
Key Engineering Facts

- Contractors earn more, on average, than permanent workers
- The changes in regard to IR35 have not had such a dramatic impact
- Women on average are paid up to 10% less than men and are outnumbered 27:1
- The highest earners have at least 8 years experience.

Permanent Salaries

The rates below are for basic annual salary and do not include any bonus or benefits. These are modal averages. All figures are given in £sterling.

	Minimum	Average	Maximum
Software Engineering	39,000	48,000	66,000
Embedded Software Engineer	41,000	51,000	67,000
Senior Software Engineer	46,000	58,000	81,000
Electronics Engineer	35,000	52,000	68,000
FPGA Engineer	39,000	56,000	72,000
Hardware Engineer	39,000	48,000	66,000
Firmware Engineer	39,000	48,000	66,000
Senior Hardware Engineer	47,000	59,000	82,000
Engineering Manager	62,000	83,000	110,000



Contract Rates

The rates below are for hourly rates (PAYE) and do not include any overtime or enhancements. All figures are given in £sterling.

	Minimum	Average	Maximum
Software Engineering	213	269	387
Embedded Software Engineer	224	286	393
Senior Software Engineer	251	325	475
Electronics Engineer	191	291	399
FPGA Engineer	213	314	422
Hardware Engineer	213	269	387
Firmware Engineer	213	269	387
Senior Hardware Engineer	257	330	481
Engineering Manager	339	465	645

6.8%

Average pay rise (2021 - 2022)

25

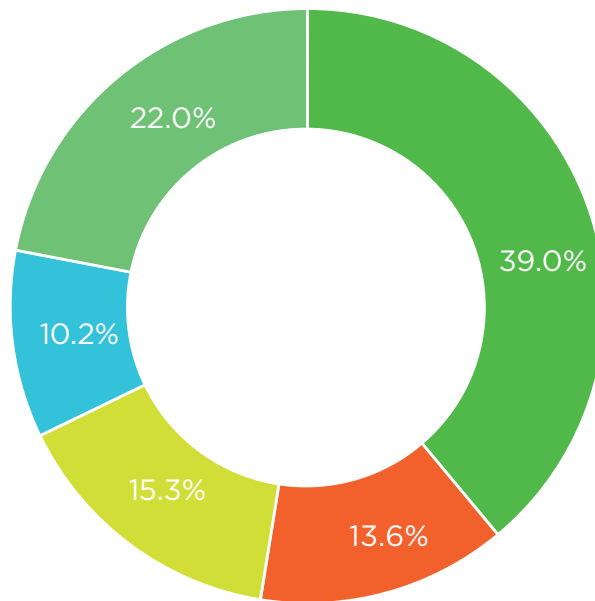
Average number of holiday days (excluding public holiday)



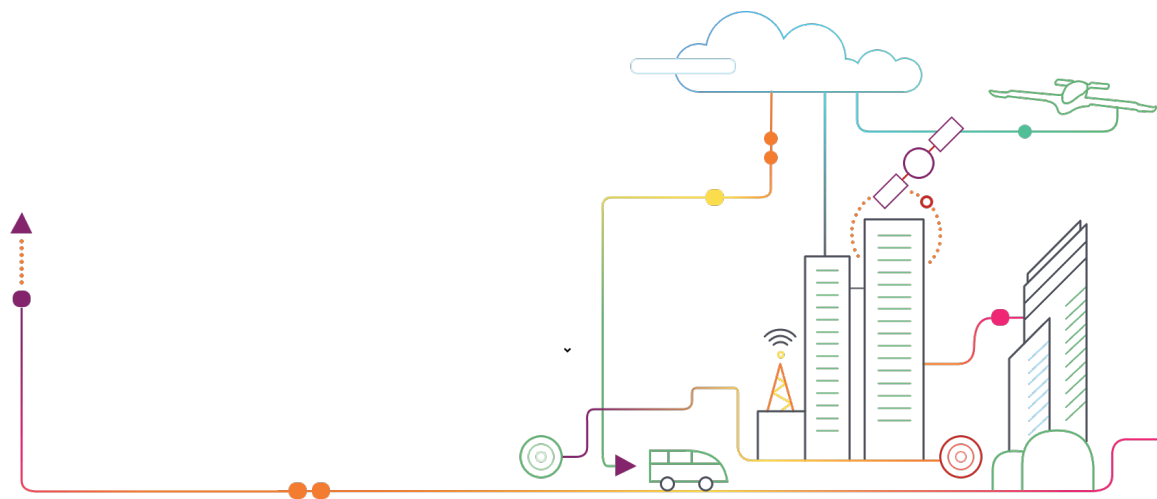
The number of people in the industry who have been in post for less than a year is at its highest level for many years. This can be explained by the post covid “great resignation” that has been spoken of. Many people are now enjoying new roles.

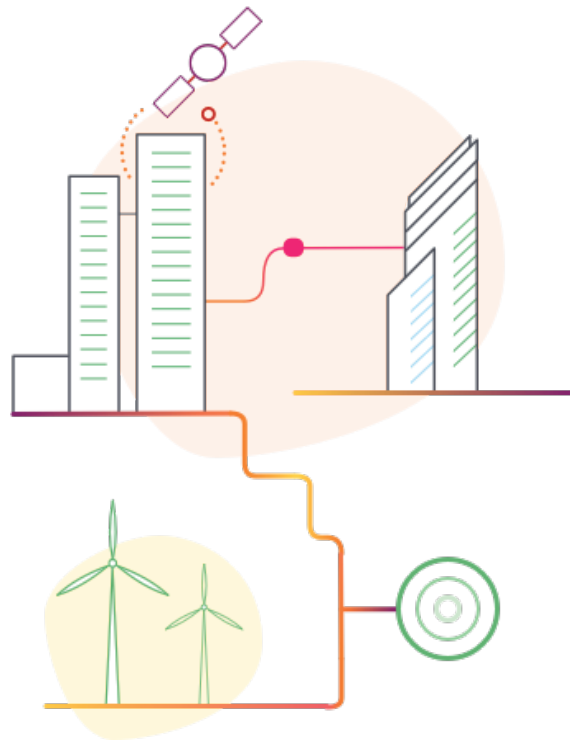
Interestingly almost a quarter of respondents have been in their current role for over 5 years.

How long have you been in your current role?



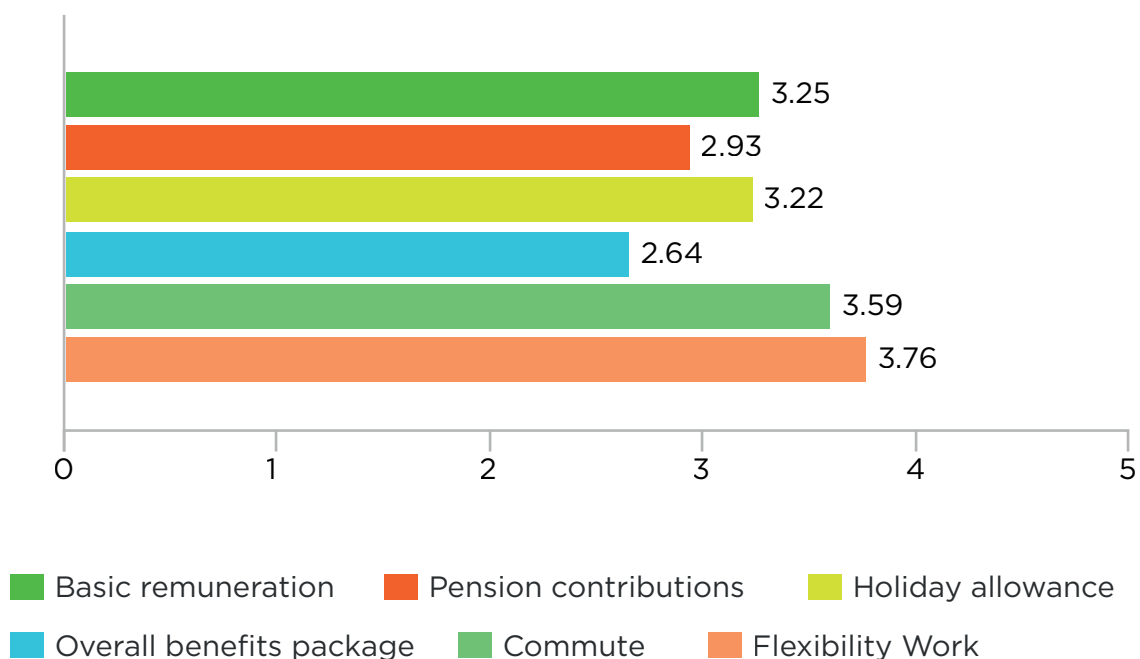
■ 0-1 Years ■ 1-2 Years ■ 2-3 Years ■ 3-4 Years ■ 5+ Years





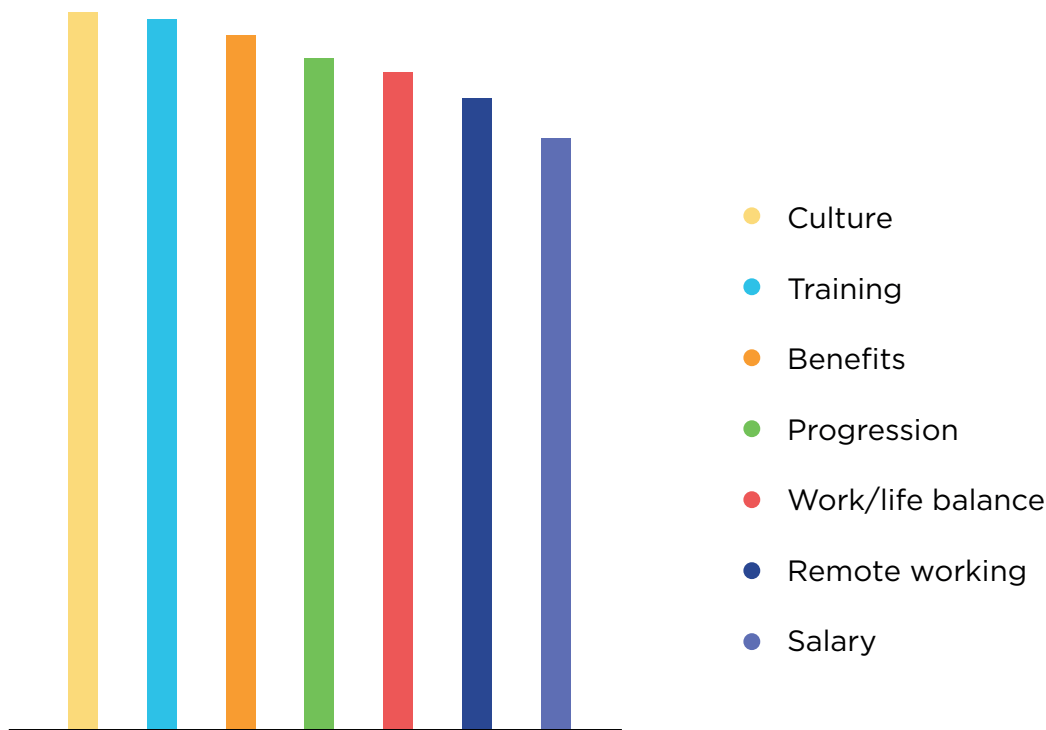
Overall, the biggest shift in how satisfied people are with working conditions has been in flexibility. The satisfaction level has rocketed, previously it has scored the lowest in terms of satisfaction, and now the highest. Clearly this indicates the seriousness at which organisations are addressing flexibility requirements to both attract and retain talent.

How satisfied are you with the following: 1 = Extremely dissatisfied 5 = Extremely Satisfied



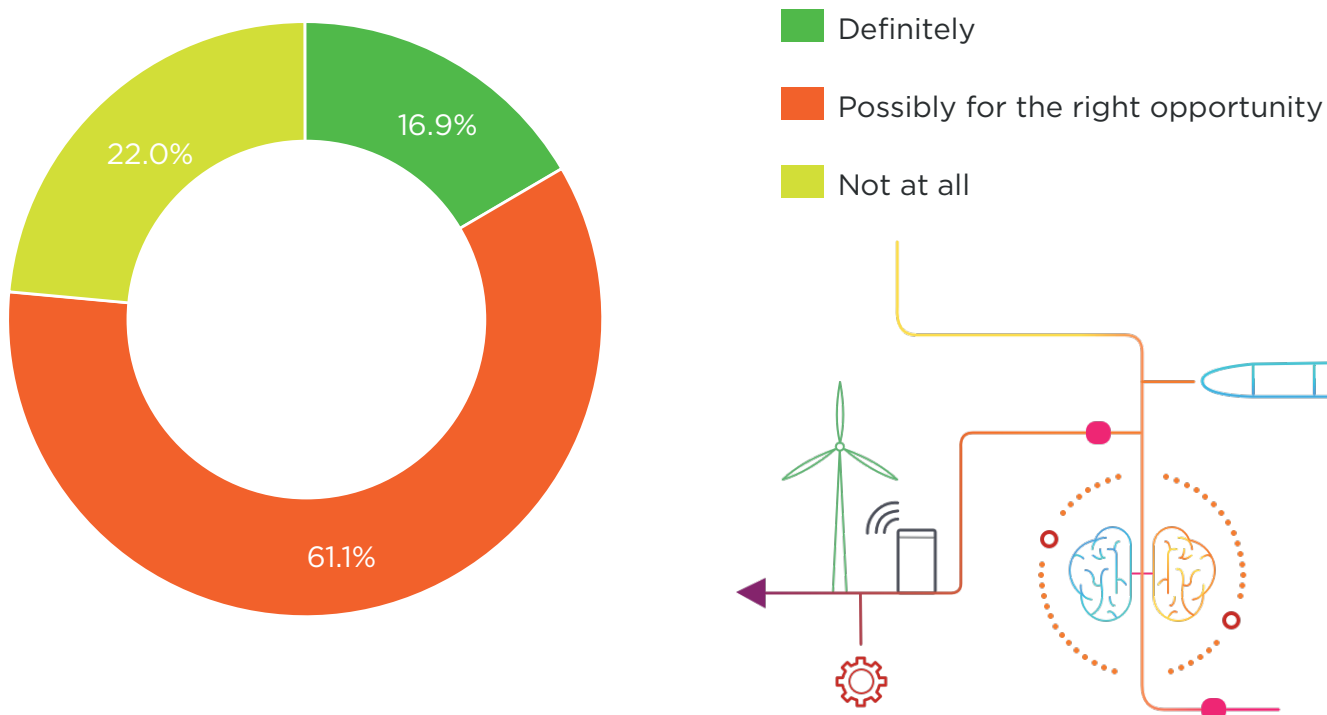
Interestingly, salary is the least important aspect for engineers. This is again a shift from previous reviews, and is perhaps a reaction to the covid period where people reappraised their priorities. The fact that salaries have risen strongly and also a number of people have started new jobs, could also explain this figure. Culture and training are the two most important aspects.

Please rank these in order of importance to you.



Almost two-thirds of people will consider a job for the right opportunity. This is interesting as it demonstrates how important retention strategies are, with just 1 in 5 employees unwilling to consider a move.

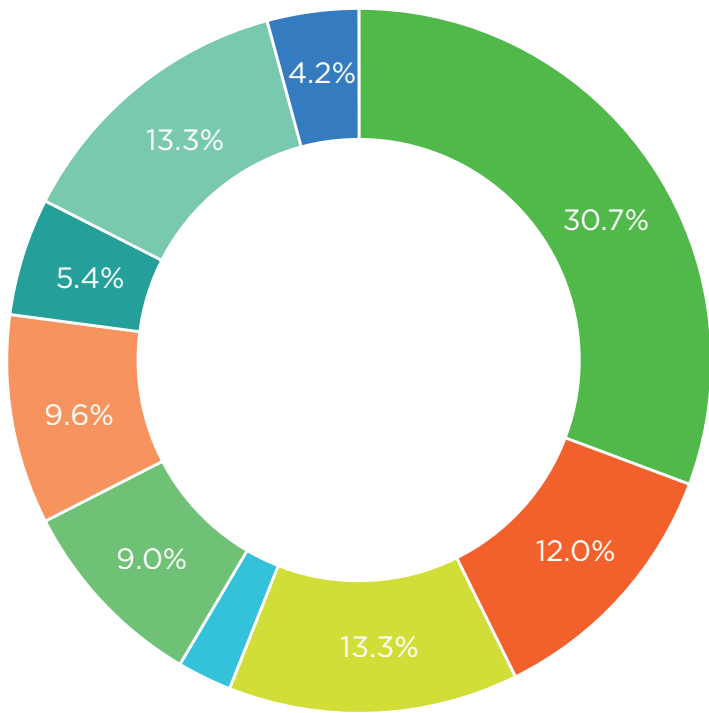
How likely are you to be considering a career move in the next 6 months?



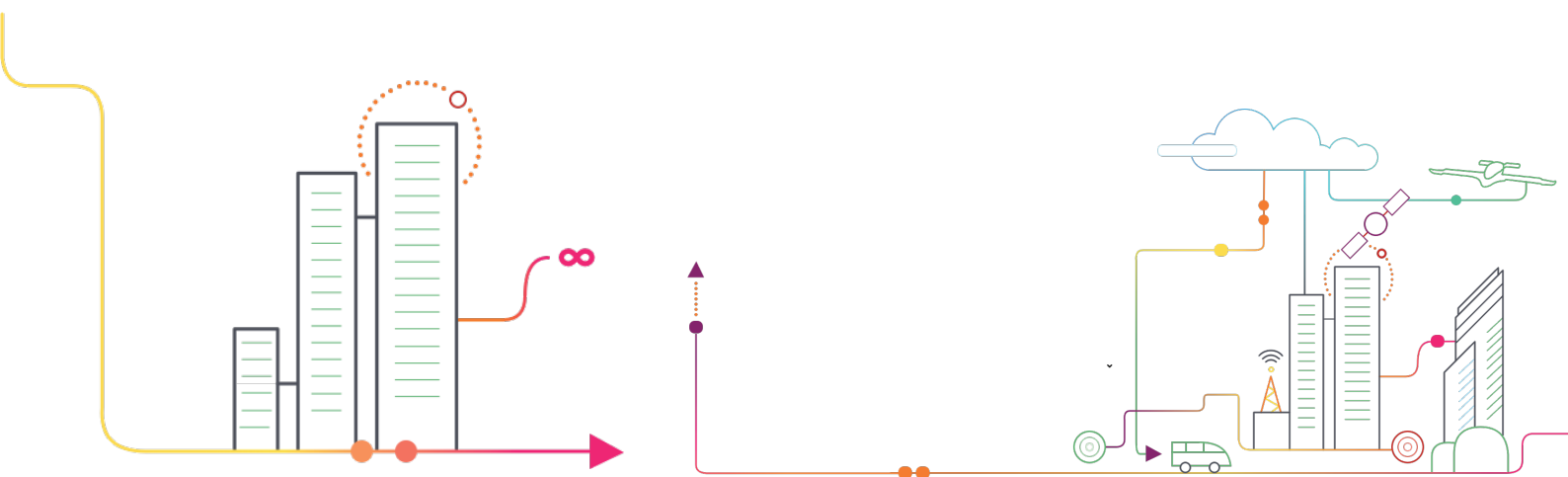
Whilst salary was not deemed the most important factor for those in their current role, rather perversely, it's the main reason someone will leave for another role.

What this indicates is two things. Firstly if someone is content in the role, only a large salary offer will entice someone away and secondly the increase in cost of living is playing on people's minds.

What are the reasons you would consider looking for a new opportunity?



- Salary increase - same role and responsibility
- Promotion
- Better Benefits
- Relocation
- Shorter commute
- More flexible hours
- Move away from sector
- More remote work
- Other





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Since 2000, JAM has delivered contract and permanent staffing solutions to Engineering and Technology businesses across the globe. We provide tailored staffing solutions alongside best practice techniques that are fully scalable and flexible to the needs of both our candidates and clients.

Our UK salary guide serves as a bespoke source of information to help clients and candidates understand salary data across different industries and disciplines.

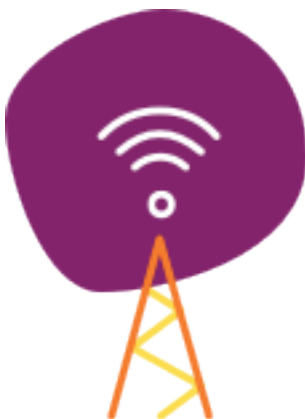
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