



FoodCareers

INTRODUCING FOOD MANUFACTURING PROFESSIONALS

2017 Salary Survey

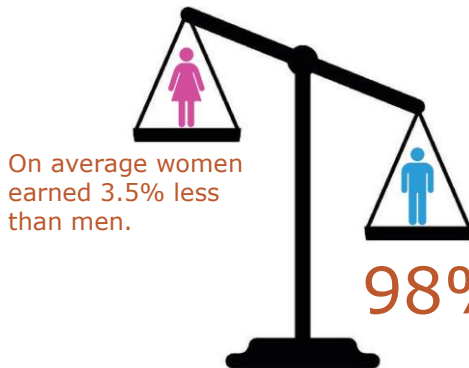
Maintenance Engineers

(UK Food & Beverage Industry)



ABOUT THE SALARY SURVEY RESPONDENTS

587 Maintenance Engineers completed our Salary Survey



98% Male



41% of respondents worked across just 3 sectors.

- Bakery
- Beverages
- Meat (Fresh & Frozen)



An aging cohort of Engineers

It is notable that 25.97% of Engineers who completed our survey are aged 55+. If this is representative of the UK Food industry, it means that a quarter of all Engineers employed in the industry are due to retire within the next 10 years. With a lack of new engineers joining the sector, this could create significant problems for food manufacturers in the coming years.

Lack of UK Engineers

As a developed economy, the UK produces less Engineers annually than it needs. The annual shortfall of Engineers in the UK is 20,000. (Source: 2017 Research Paper Engineering UK). To put it in context, as an emerging economy, India produces 6 million graduates per annum including 1.5 million Engineering Graduates (25% of the total) In Contrast, the UK produces 380,000 Graduates annually, but only 30,000 of these (just 8%) are British Engineering Graduates.

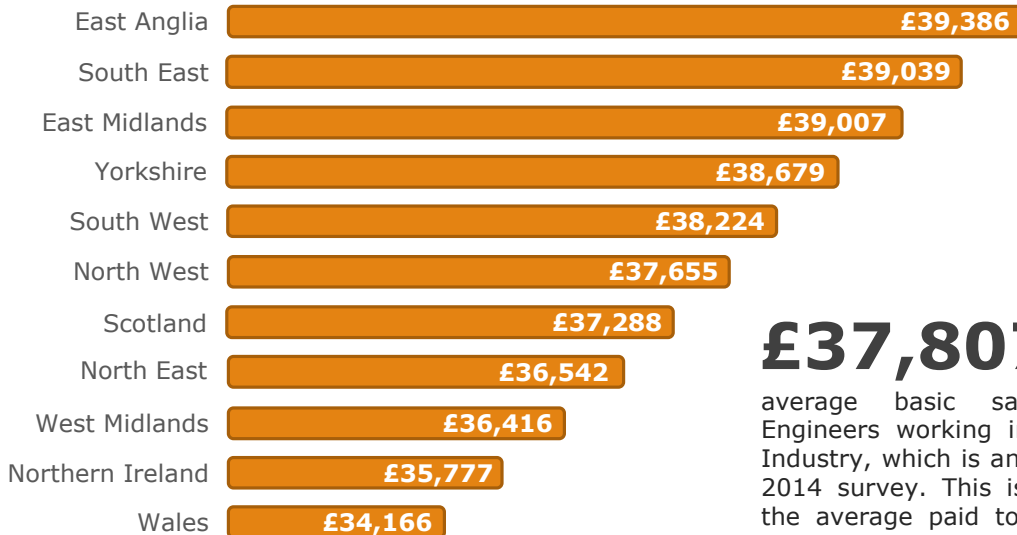
How to combat the Engineering shortage

- 1) Increase the supply pipeline of Engineers through Education
- 2) Increase Diversity (only 2% of Engineers completing this survey were female)
- 3) Retain or increase the skills of the existing workforce
- 4) Maintain the International dimension (maybe harder post BREXIT)
- 5) Recruit more Engineers via apprenticeships (The new Apprentice Levy may make this easier)

PAY BY REGION

Average Basic Salary by Region

(Including Shift Allowances, but excluding Overtime & Bonus)



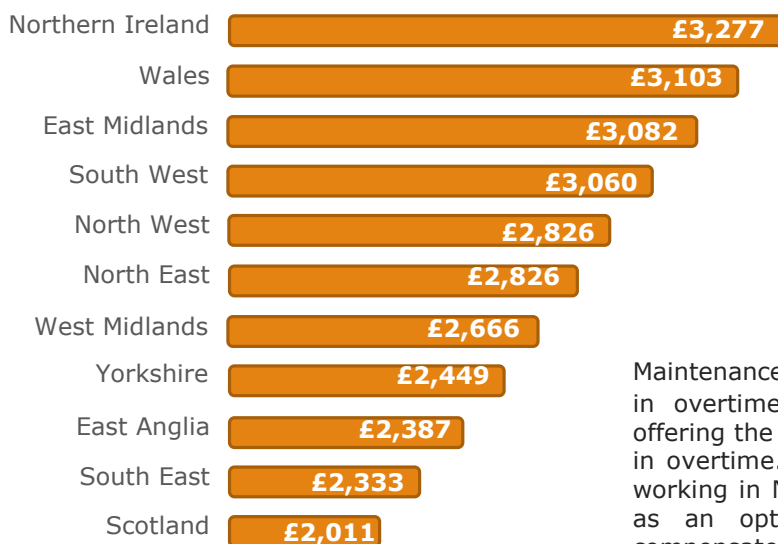
£37,807pa Is the current average basic salary for Maintenance Engineers working in the Food & Beverage Industry, which is an 8.1% increase from our 2014 survey. This is also 14% higher than the average paid to Maintenance Engineers across all industries throughout the UK

UK average salary for Maintenance Engineers (all industries)

Indeed - £32,184

Total Jobs - £32,500

Average Annual Overtime Earned by Region

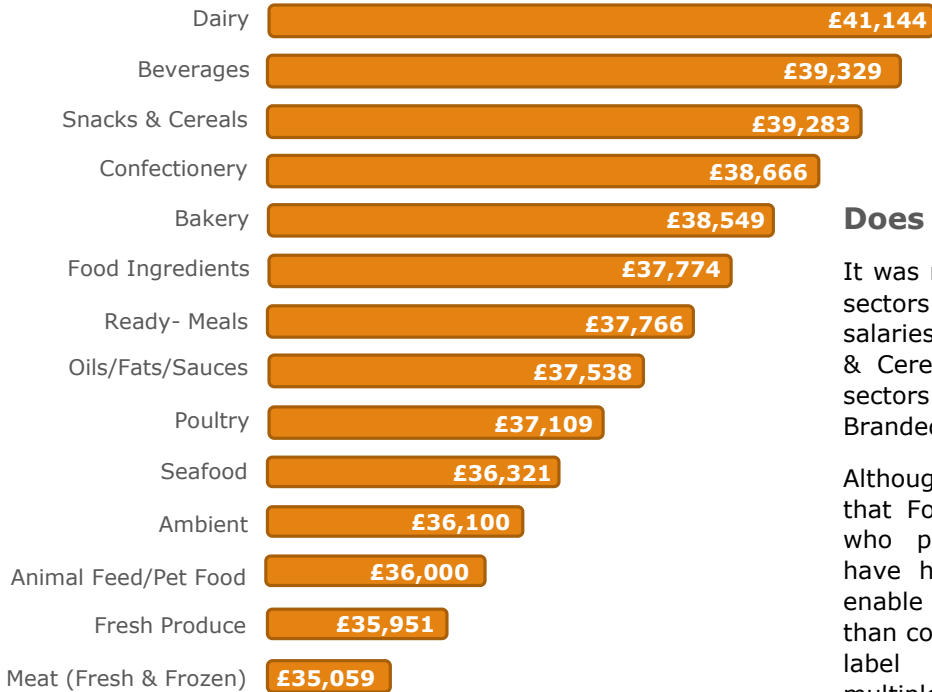


Maintenance Engineers earn an extra **£2,697** in overtime payments. Interestingly, the two regions offering the lowest Basic Salaries, are also paying out more in overtime. This could mean that Maintenance Engineers working in Northern Ireland and Wales are using overtime as an option to top-up their annual earnings and compensate for a low basic pay rate.

PAY BY FOOD & BEVERAGE SECTOR

Average Basic Salary by Sector

(Including Shift Allowances, but excluding Overtime & Bonus)

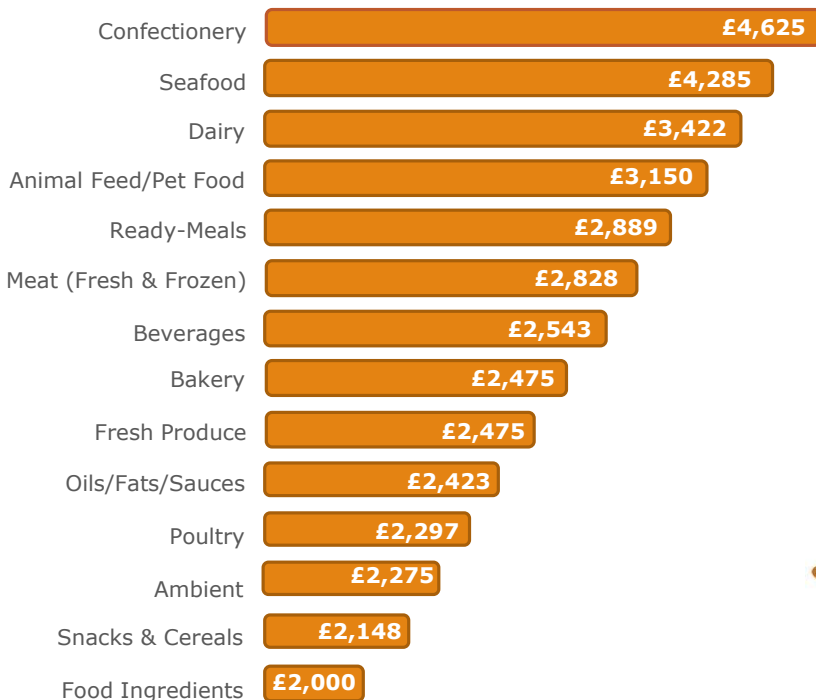


Does Branded Pay More?

It was noticeable that the top four sectors that paid the highest basic salaries (Dairy, Beverages, Snacks & Cereals, Confectionery) are all sectors with a high prevalence of Branded products.

Although anecdotal, we believe that Food & Drink manufacturers who produce Branded products have higher margins which may enable them to pay higher salaries than companies producing private-label products for the major multiple retailers.

Average Annual Overtime Earned by Sector



TOTAL ANNUAL EARNINGS (BASIC SALARY + OVERTIME)

(including Shift Allowances, but excluding Profit Share/Bonus)



When considering total earnings, the Dairy, Beverage and Bakery sectors have continued to remain within the top 5 paying sectors over the past three years. Snacks & Cereals are new to the top 5 and with strong year-on-year growth in sales for breakfast cereals and significant investment being made across this sector, we expect their position will continue rising.

Maintenance Engineers working in the Food & Beverage Industry work an average 3.3 additional hours per week above their contracted hours.

Individuals buying their first homes have an average age of 30 across the UK. Also, the average age for couples having their first child is 33. Therefore, it is not surprising to learn that Maintenance Engineers aged between 30 to 39 years old appear to be more open to working overtime, at a period when they may have significant new financial commitments.

Maintenance Engineers typically earn **7.13%** above their base pay in overtime.

23.48% of Maintenance Engineers do not get paid for overtime worked.

67% of survey respondents expect a pay rise within the next 12 months.

Average Overtime by Age	
20-24	£2,590
25-29	£2,666
30-34	£3,042
35-39	£3,207
40-44	£2,618
45-49	£2,416
50-54	£2,385
55-59	£2,359
60+	£2,087

ENGINEERING QUALIFICATIONS, ENGINEERING BIAS & PLC SKILLS

Average Basic Salary by Qualifications:

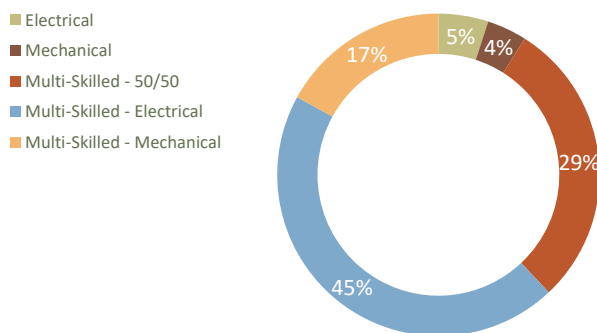
Highest Engineering Qualifications Held	Basic Salary (Average)
Degree/Higher Degree	£38,774
ONC/HNC/HND	£38,854
City & Guilds	£36,640
NVQ	£36,025

Percentage of respondents	Highest Engineering Qualification Held
45% -	ONC/HNC/HND
31% -	City & Guilds
11% -	Degree/Higher Degree
10% -	NVQ (Level 1,2 or 3)
3% -	Other (non-listed)

Average Basic Salary by Engineering Bias:

Engineering Skill Set	Basic Salary (Average)
Multi-Skilled – 50/50	£39,198
Electrical	£38,482
Multi-Skilled – Electrical	£37,740
Multi-Skilled – Mechanical	£37,327
Mechanical	£36,437

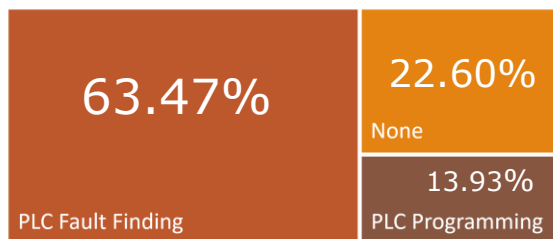
Breakdown of Engineering Bias



Average Basic Salary by PLC Skills:

PLC Skills Held	Basic Salary (Average)
PLC Programming	£39,401
PLC Fault Finding	£37,919
None	£36,402

Percentage of respondents with PLC Skills



PAY BY SHIFT PATTERN

Average Earnings by Shift Pattern (Including Shift Allowances, but excluding profit share/bonus)

Shift Pattern	Basic Salary	Overtime	Annual Earnings
2 Shifts (Earlies & Lates)	£35,144	£2,889	£38,033
3 Shifts (Earlies, Lates, Nights)	£36,750	£2,500	£39,250
4 On 4 Off (2 days, 2 Nights, 4 Off)	£39,755	£2,994	£42,749
4 On 4 Off (4 Days, 4 Off, 4 Nights, 4 Off)	£38,507	£2,651	£41,158
4 On 4 Off (Days Only)	£36,730	£2,384	£39,114
4 On 4 Off (Nights Only)	£39,925	£2,500	£42,425
Back Shift	£36,500	£4,666	£41,166
Continental – Other	£39,178	£2,543	£41,721
Fixed Days (Monday – Friday)	£36,451	£2,666	£39,117
Fixed Night (Monday – Friday)	£39,100	£2,850	£41,950
Weekend Shift	£37,958	£3,208	£41,166

Shift Hours	Basic Salary	Overtime	Annual Earnings
8 Hour Shifts	£36,637	£2,655	£39,292
10 Hour Shifts	£36,692	£2,750	£39,442
12 Hour Shifts	£39,006	£2,277	£41,783

34% of survey respondents work a 4 on 4 off shift pattern in some form.

Only **25.6%** of respondents worked Perm Days, Monday to Friday. 41% of these are aged 50+.

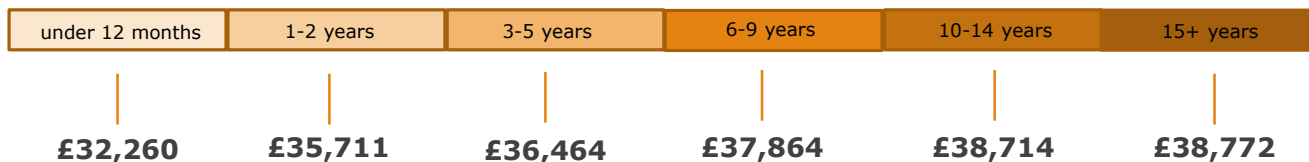
Weekly Contracted Hours	Basic Salary	Overtime	Annual Earnings
35 Hours	£33,615	£2,923	£36,538
37 Hours	£38,409	£2,585	£40,994
40 Hours	£36,479	£2,722	£39,201
42 Hours	£39,251	£2,256	£41,507
45 Hours	£37,529	£3,142	£40,671

61% of respondents work shift patterns that include a level of night working.



PAY BY LENGTH OF INDUSTRY EXPERIENCE & AGE

Average Basic Salary by Length of Food & Beverage Experience

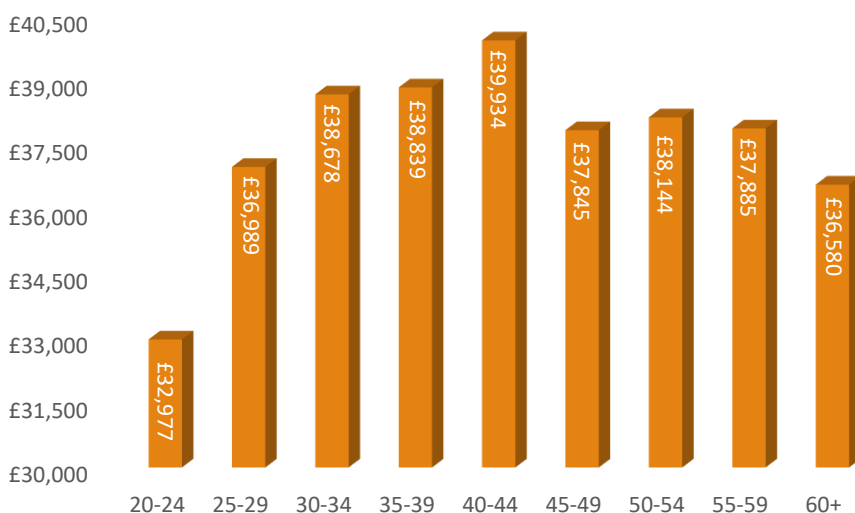


38% of survey respondents have 15+ years experience working in the Food & Drink Industry. With the average length of experience for the remaining participants being 6.7 years.

A Maintenance Engineer with 10 years Food & Beverage experience will most likely earn **£2,250** more each year, than a Maintenance Engineer with just 5 years experience.

According to a survey completed by Instant Offices (Sept 2016), the average monthly wage for UK individuals aged in their 20's is somewhere between £1,829 - £1,924 (not specific to engineering). With the Food & Beverage Industry being able to boast an **average monthly wage of £2,915 for Maintenance Engineers aged 20 - 29**, the industry should be doing a great deal more to communicate this to the younger population to attract potential engineering apprentices, graduates and newly qualified engineers from other industries.

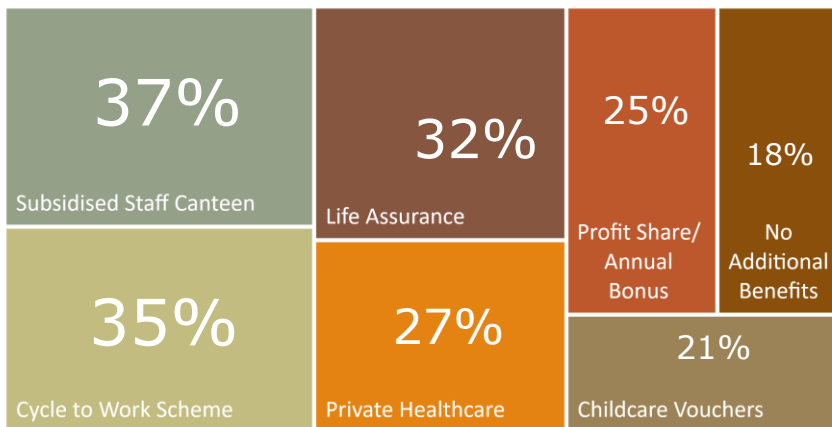
Average Basic Salary by Age



Sector	Aged 55+
Ambient	25%
Animal Feed/Pet Food	27%
Bakery	37%
Beverages	28%
Confectionery	27%
Dairy	20%
Food Ingredients	25%
Fresh Produce	18%
Meat (Fresh & Frozen)	20%
Oils/Fats/Sauces	38%
Poultry	23%
Ready-Meals	23%
Seafood	15%
Snacks & Cereals	41%

ADDITIONAL BENEFITS & PENSION

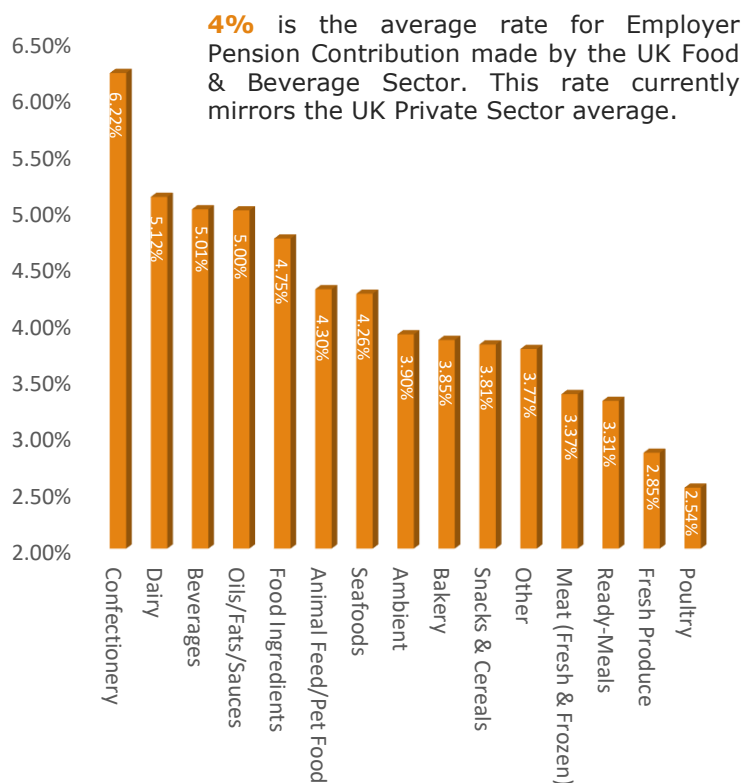
Additional Benefits Received



Sector Ranking by Benefits Offered

1. Beverages
2. Confectionery
3. Bakery
4. Snacks & Cereals
5. Dairy
6. Animal Feed
7. Food Ingredients
8. Seafood
9. Ready-Meals
10. Ambient
11. Oils/Fats/Sauces
12. Meat (Fresh & Frozen)
13. Fresh Produce
14. Poultry

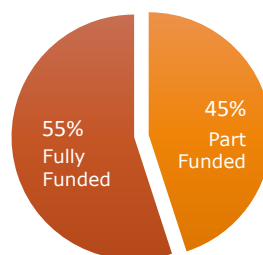
Average Employer Pension Contribution by Sector



27% of survey respondents are currently in the Government Auto-Enrolment Pension Scheme (minimum 1% employer contribution). It will be interesting to see if this level increases over the next 12-18 months with the minimum employer contribution rate increasing to 2% from 6th April 2018.

The Poultry sector ranked bottom in 5 out of 6 categories that we measured against for additional company benefits.

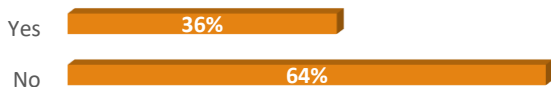
Private Healthcare Type



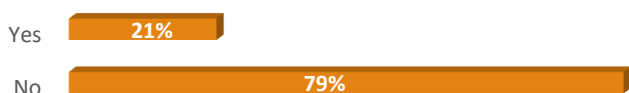
TRAINING & DEVELOPMENT

We asked survey participants the following three questions relating to the level of training and development they receive within their current employment:

Do you receive sufficient Training opportunities?



Do you have regular performance reviews?



Is there a defined Career Path/Framework for you to follow in your current role?



41% of respondents from the full salary survey indicated they were satisfied or extremely satisfied with their pay rate. However, for individuals that answered no to all three Training & Development questions, this dropped down to just **31%**.

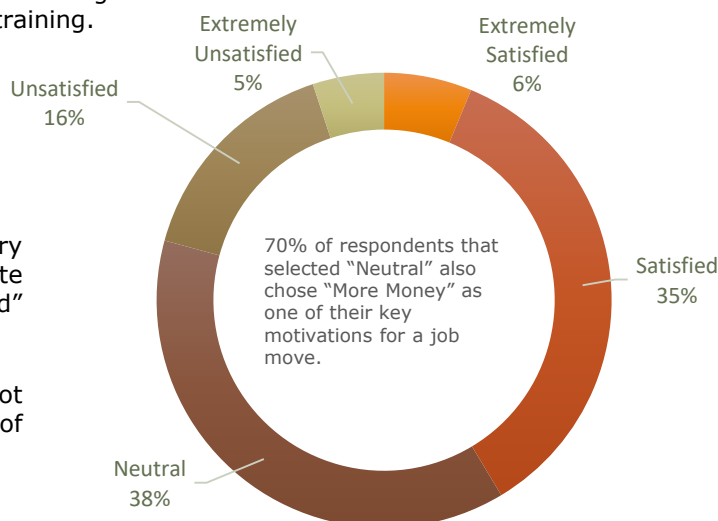
51% of respondents that answered no to all three Training & Development questions selected "Career Progression" as one of their key motivations to consider a move. We also saw a 28% increase from these particular respondents in selecting "Different Company" as another motivation for a job move.

The survey revealed the Poultry sector offered less training opportunities with **87%** of Maintenance Engineers working in that sector feeling they do not receive sufficient training.

How satisfied are respondents with their rate of pay?

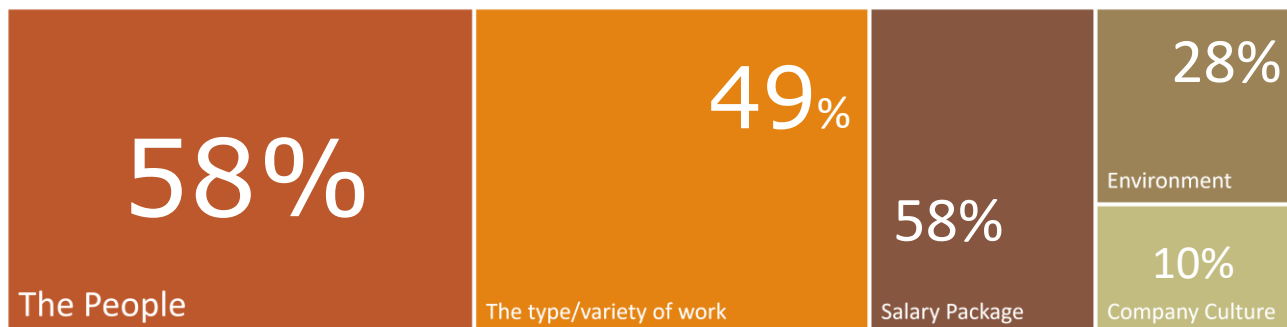
Maintenance Engineers working in the Confectionery sector seem to be the happiest about their pay rate with a whopping 63% of them selecting "Satisfied" or "Extremely Satisfied"

Survey respondents from the Poultry sector are not as positive about their Pay Rate with only 28% of them indicating a level of satisfaction.



JOB SATISFACTION & CAREER MOTIVATIONS

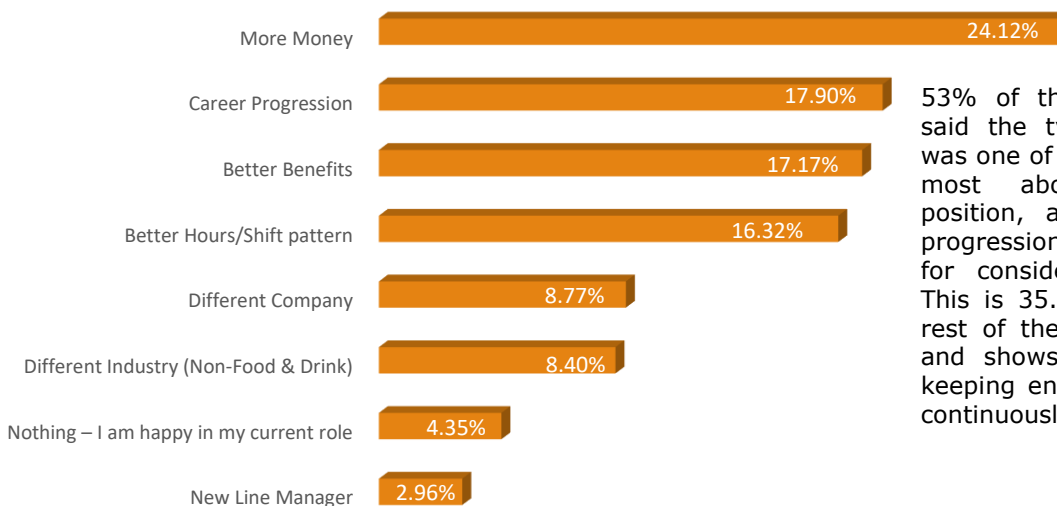
What did respondents like most about working for their current company?



(respondents were given the option to select multiple answers)

Motivations for considering a job move:

(respondents were given the option to select multiple answers)



53% of the respondents who said the type/variety of work was one of the things they liked most about their current position, also selected career progression as a key motivation for considering a job move. This is 35.1% higher than the rest of the survey participants and shows the importance of keeping engineering employees continuously engaged.



Whatever your personal circumstances, the reality is that almost everyone works for money. However, money is not the only reason why people stay with an employer, in fact the opportunity to work with likeminded people seems to be just as vital to Maintenance Engineers of the Food & Beverage Industry. If you are looking to attract new maintenance engineers, then offering a competitive pay rate is crucial, but so is the importance of demonstrating clear development and progression programs, and the culture of the engineering team.

"Great things in business are never done by one person. They're done by a team of people." – Steve Jobs





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About Us

Our business was established in 2002 (15 Years' experience) and focuses only on the Food & Drink Industry. We cover multiple disciplines and maintain a database of 33,000+ UK Candidates. We leverage our relationships with the most talented food industry professionals to quickly identify suitable candidates for our client vacancies, both permanent and interim. Food Careers is a niche recruitment business that takes a more consultative approach. We deliver quality rather than quantity and submit an average of three applications per vacancy.

Our busy Engineering Recruitment Division assists Food & Drink Manufacturers to recruit talented Engineers, with specialist experience across the following areas:

- Production Maintenance
- Engineering Management
- Project Management
- Continuous Improvement
- Controls/Automation
- Commissioning & Installation
- Machinery Assembly
- Process Engineering
- Industrial Refrigeration
- Site Services/Facilities Management
- Asset Care
- Maintenance Planning/Coordination
- Engineering Stores
- Engineering Procurement

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