

# The FoodEng 2019 Engineering Salary Survey (Food & Drink Industry)



## Contents

	Page
Introduction & Survey Summary	3
Engineering Salaries by Job Titles	4
Engineering Salaries by Food & Drink Sector	5
Engineering Salaries by Geographical Regions	6
Engineering Salaries by Qualifications	7
<b>Detailed Reports</b>	
Maintenance Engineers	8 – 10
Engineering Management	11 – 13
Sales Engineers/Sales Managers	14
Design Engineers	15
Field Service Engineers	16
Project Engineers & Project Managers	17
<b>Employee Benefits</b>	
Bonus Schemes	18
Company Car Schemes	19
Additional Benefits & Pension Rates	20
Job Satisfaction & Career Motivation	21 - 22

## INTRODUCTION TO THE 2019 ENGINEERING SALARY SURVEY

### Survey Information

The Survey was concluded in May 2019.



778 Engineering Professionals fully completed the Salary Survey.



98.2% Male  
1.3% Female  
0.5% Other/Unspecified

44

is the average Age of Survey Respondents

Survey respondents were permanently employed within the UK Food & Drink Industry across one of the following areas:

Food & Drink Manufacturing  
Food Machinery Suppliers  
Food Grade Packaging  
Engineering Service Providers to the Food & Drink sector

The survey revealed that the Average Salary for all Engineers working in the UK Food & Drink Industry is **£44,376** pa. Survey results demonstrate a Gender Pay Gap of 10.3% with Male Engineers achieving an average basic salary **£4,167** higher than their Female counterparts.

According to "Engineering UK 2018" women account for 12.37% of all UK engineers. A disproportionate percentage of Female Engineers completed the survey, with just 1.3% of all respondents, perhaps highlighting that the UK Food & Drink Industry is not adequately engaging with Female Engineers.

The survey reviews salaries across 12 Engineering job positions within the UK Food & Drink industry and breaks down average salaries by Sectors and Geographical Regions. The survey probes deeper to provide further information into the following positions, which account for 90% of survey respondents:

- Engineering Management
- Maintenance Engineers
- Field Service Engineer
- Design Engineers
- Project Engineer & Project Management
- Sales Engineer / Sales Managers

### Survey Methodology

We asked survey respondents to answer 30+ questions relating to their experience, salary, benefits, career, employment. Questions consisted of both open and multiple choice answers. The average time taken to complete the survey was 7 minutes.

### The UK Food & Drink Industry at a Glance


Food & Drink contributes £31.1bn to the UK economy and employs in excess of 450,000 people. The food supply chain employs 4 million people & generates over £121 billion of added value for the economy each year.


The industry will need 140,000 new recruits by 2024 to feed an expected population of 70m people. The food & drink industry is the largest manufacturing sector within the UK, its size is larger than both automotive & aerospace combined. The Food & Drink sector has a turnover of £104bn, accounting for 19% of total UK manufacturing. Food & Drink exports are valued at around £23 billion annually, with Ireland, USA & France the largest export markets. The UK food & drink industry is largely made up of small to medium sized businesses, with 97% employing less than 250 staff. Faced with skills shortages and the continued uncertainty of Brexit, its reported that 54% of Food & Drink manufacturers are experiencing difficulties in recruiting skilled employees for their businesses.

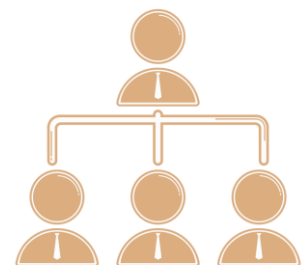
## AVERAGE ENGINEERING SALARIES BY JOB TITLES

(National Permanent Averages)

Job Title	Basic Salary	P60 Earnings
Group Engineering Manager / Engineering Director	£82,931	£93,123
Senior Engineering Manager	£61,645	£66,006
Engineering Manager / Maintenance Manager	£50,036	£53,089
Assistant Engineering Manager / Engineering Shift Manager	£45,222	£50,521
Engineering Team Leader/Supervisor	£42,638	£47,519
Maintenance Engineer	£39,104	£42,930
Facilities / Site Services Engineer	£34,950	£36,950
Project Manager / Project Director	£57,514	£63,791
Project Engineer	£42,636	£47,058
Design Engineer / CAD Technician	£36,269	£38,538
Design Manager / Drawing Office Manager	£50,875	£56,875
Applications Engineer	£44,567	£50,233
Field Service Engineer (Service, Installation & Commissioning)	£40,582	£54,220
Sales Engineer / Sales Manager (Machinery / Process Solutions)	£49,777	£62,868
Controls/Automation Engineer	£41,500	£43,790
Process Engineer	£40,375	£44,075
Refrigeration Engineer (Industrial Refrigeration)	£36,000	£48,320
Engineering Planner / Coordinator	£37,792	£40,703

 - Highest paying for the group

 - Lowest paying for the group





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## AVERAGE ENGINEERING SALARIES BY SECTOR

(National averages for across all Food & Drink sectors)

Sector	Basic Salary	P60 Earnings
Ambient	£54,450	£60,921
Bakery	£46,977	£50,513
Confectionery	£44,745	£48,697
Dairy	£44,476	£48,347
Food Grade Packaging / Packaging Consumable	£39,957	£43,777
Food Ingredients	£43,763	£46,996
Fresh Produce	£41,201	£45,002
Meat (Fresh & Frozen)	£41,504	£46,049
Poultry (Fresh & Frozen)	£43,306	£45,218
Pet Food/Animal Feed	£44,350	£46,917
Ready-Meals (Chilled & Frozen)	£45,002	£48,919
Ready-to-Eat / Food-to-Go	£45,602	£50,785
Sauces, Condiments, Oils & Fats	£38,920	£42,888
Seafood	£51,068	£52,595
Snacks & Cereals	£44,257	£47,077
Soft Drinks & Alcoholic Beverages	£43,847	£48,935
Machinery Supplier / Engineering Services Provider	£44,456	£53,284
Other	£41,628	£45,253

 - Highest paying for the group

 - Lowest paying for the group

This year we have included “Food Grade Packaging” as its own sector within the survey. It’s been a difficult time for the packaging sector with media and political pressure to reduce both waste and single use plastics. It’s therefore been interesting to see if these issues impact on Engineers salaries.

*The Food Grade Packaging sector pays  
11% below industry average.*

## AVERAGE ENGINEERING SALARIES BY REGIONS

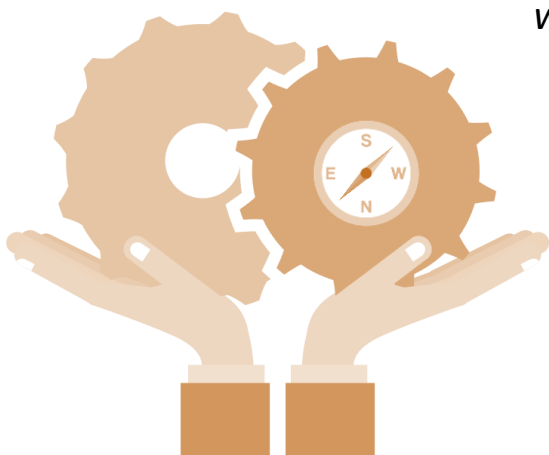
(Averages across all permanent jobs within all UK regions)

Region	Basic Salary	P60 Earnings
North West	£44,228	£49,363
North East	£40,295	£44,542
South West	£42,176	£46,129
South East	£44,534	£49,967
London	£47,808	£51,408
West Midlands	£41,648	£47,319
East Midlands	£44,957	£49,634
East of England	£45,453	£49,825
Yorkshire	£42,853	£47,165
Scotland	£43,186	£47,054
Wales	£44,993	£51,406
Northern Ireland	£40,165	£42,716

- Highest paying for the group
- Lowest paying for the group

*On average, North West Engineers achieve annual basic salaries 10% higher than their counterparts in the North East*

*The basic salaries received by Engineers in London are 7.5% higher than Engineers within the South East, on average.*



## AVERAGE ENGINEERING SALARIES BY QUALIFICATIONS

(National averages)

Average Basic Engineering Salaries by Highest Qualification held:

Highest Qualification Held	Percentage of Respondents	Basic Salary
Degree/Higher Degree	17%	£50,558
ONC/HNC/HND	45%	£44,739
City & Guilds	27%	£41,787
NVQ	8%	£40,438
Other	3%	£37,260

**50%** of Female respondents held a Degree or Higher Degree.

**49%** of Degree educated respondents held Management positions.

Degree educated respondents in Management and Senior Management roles typically achieved higher basic salaries than individuals in Management roles who did not have a Degree. However, at Maintenance Engineer and Field Service Engineer level, the prevalence of a Degree had no material affect on earnings, with both Degree holders and non-Degree holders earning equivalent salaries.



**Degree Average:  
£50,558**

### Chartered Engineers



**£59,297 pa** is the basic salary for Chartered Engineers who completed the survey. Chartered Engineers were typically on a basic salary £11,090 higher than those without Chartered status.

**5.5%** of survey respondents were Chartered Engineers and **60%** of these individuals held Management positions.

*Engineering UK 2018 has predicted a Graduate-level shortfall of 22,000 graduates per year to fill core engineering roles across UK industry*





## MAINTENANCE ENGINEERS

Average Age  
43

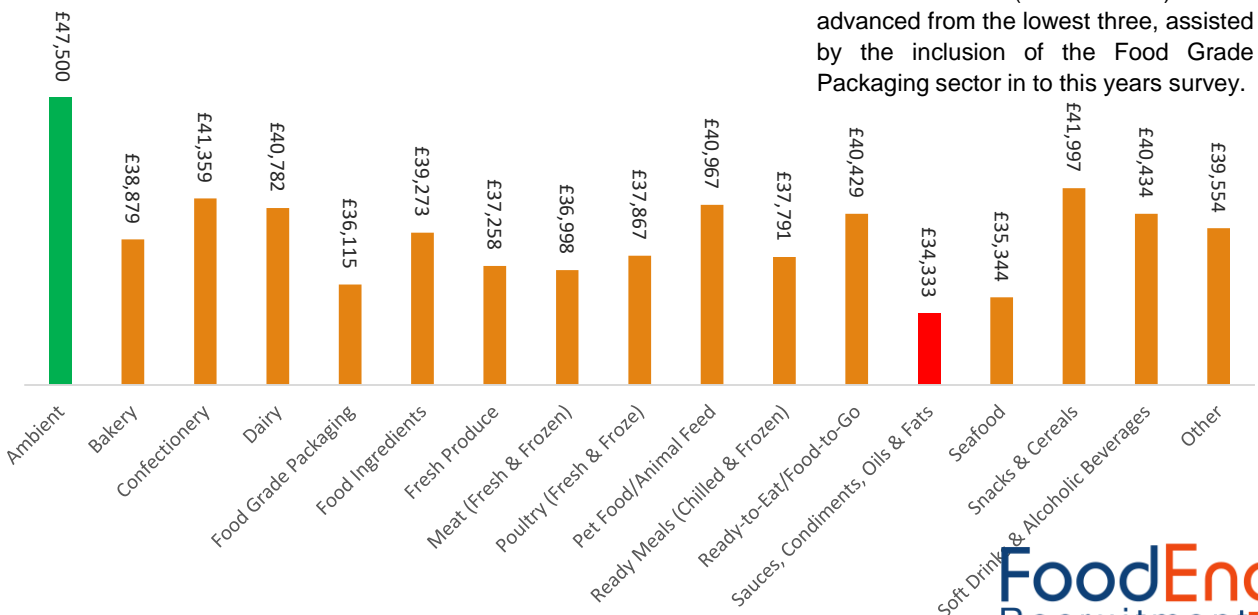
### Average Maintenance Engineers Pay by Region:

Region	Basic Salary	P60 Earnings
North West	£40,805	£45,353
North East	£35,426	£38,808
South West	£37,121	£39,922
South East (not London)	£40,337	£42,875
London	£43,750	£44,828
West Midlands	£38,725	£42,324
East Midlands	£39,463	£43,922
East of England	£41,993	£45,309
Yorkshire	£38,863	£42,835
Scotland	£36,250	£40,123
Wales	£38,063	£41,704
Northern Ireland	£34,933	£40,132

**81%** of Maintenance Engineers receive Paid Overtime, with £4,499 being the average received annually.

**36%** of Maintenance Engineers benefit from a company bonus and £1,631 is the average annual bonus received.

### Average Maintenance Engineers Basic Salaries by Sector



In 2019, the average basic salary for Maintenance Engineers working across the UK Food & Drink Industry is **£39,104**. This represents a 3.34% increase compared with the 2017 Maintenance Engineer Salary survey.

Maintenance Engineers living in Wales received the highest pay increase during the two-year period, enjoying a 11.4% uplift. Maintenance Engineers in the North West received the second highest salary increase from 2017 to 2019, experiencing an increase of 8.36%.

Nationally, not all Maintenance Engineers received a pay rise, as those in Scotland and the North East experienced a decline in average pay rates. Basic salaries for Maintenance Engineers in Scotland declined by 3.8%. An explanation for this may be the closure of several food factories in the region, resulting in an increase in available Maintenance Engineers transitioning into the jobs market.

The Ambient sector is the highest paying sector for Maintenance Engineer pay, whilst the Meat (Fresh/Frozen) sector advanced from the lowest three, assisted by the inclusion of the Food Grade Packaging sector in to this years survey.



## MAINTENANCE ENGINEERS

8% of Maintenance Engineers responding to the 2019 salary survey held a Degree qualification. In the 2017 Maintenance Engineer survey 11% of respondents held a Degree qualification. This decline could be due to a number of reasons. For example it may be that degree qualified Engineers are increasingly attracted to opportunities outside of the Food & Drink industry. Conversely, it may be that Food & Drink manufacturers are looking to bring their own Engineers up through the Apprenticeship route utilising the Apprenticeship levy, so are less inclined to recruit Graduate Engineers.

The much discussed Engineering skills shortage has impacted the Food & Drink Industry, with a number of companies reporting shortages of Maintenance Engineers with higher level Electrical skills. The last two years has seen no increase in Electrically biased Engineers entering the Food & Drink industry, with the split between engineering bias (Mechanical / Electrical) remaining unchanged.

### Average Basic Salary by Qualifications

Highest Qualification Held	% of Respondents	Basic Salary
Degree/Higher Degree	8%	£39,892
ONC/HNC/HND	46%	£40,203
City & Guilds	32%	£38,252
NVQ	11%	£38,004
Other	3%	£32,767

### Average Basic Salary by Engineering Bias

Engineering Bias	Percentage of Respondents	Average Basic Salary
Electrical	8%	£39,693
Mechanical	9%	£38,614
Multi-Skilled 50/50	13%	£38,498
Multi-Skilled – Electrically Biased	40%	£39,453
Multi-Skilled – Mechanically Biased	30%	£38,876

### Average Basic Salary by PLC Skills

PLC Skill Level	Percentage of Respondents	Average Basic Salary
None	22%	£37,416
PLC Fault Finding	60%	£39,538
PLC Fault Finding & Programming	14%	£39,982
PLC Fault Finding, Programming & Software Writing	5%	£41,054

*Electrically biased Maintenance Engineers (non multi-skilled) earn £1079 more than Mechanically biased Maintenance Engineers (non multi skilled)*

## MAINTENANCE ENGINEERS

### Average Maintenance Engineer Salaries by Shift Pattern:

Shift Pattern	Percentage of Respondents	Basic Salary	P60 Earnings
2 Shifts (Earlies & Lates)	10%	£36,418	£39,619
3 on 3 off (Days Only)	1%	£39,167	£42,500
3 on 3 off (Rotating Days & Nights)	2%	£42,535	£45,701
3 Shifts (Earlies, Lates & Nights)	7%	£36,947	£42,151
4 on 4 off (2 Days, 2 Nights, 4 off)	16%	£42,432	£46,293
4 on 4 off (4 Days, 4 Off, 4 Nights, 4 Off)	16%	£40,116	£43,855
4 on 4 off (Days Only)	8%	£36,615	£38,507
4 on 4 off (Nights Only)	3%	£40,254	£43,683
Back Shift	1%	£36,188	£37,863
Continental – Other	18%	£41,083	£45,791
Fixed Days (Monday to Friday)	15%	£35,872	£40,208
Fixed Nights (Monday to Friday)	2%	£38,306	£39,243
Weekend Shift	1%	£38,397	£44,097

**4-on 4-off Shift Patterns** is the most popular work schedule for Maintenance Engineers in the UK Food & Drink Industry with 43% of participants working some form of this pattern.

**40.78 hours** is the average weekly contracted hours for Maintenance Engineers working within the Food & Drink Industry.

**63%** of Maintenance Engineers work 7hrs extra per week above their Contracted Hours. 8% of these do not receive paid overtime.

**37%** of Maintenance Engineers work only their Contracted Hours.

Weekly Contracted Hours	% of Participants
35 – 39	23%
40 – 42	65%
43 – 45	12%

### Satisfaction of 4-on 4-off Shift Patterns

Shift Pattern	Percentage Satisfied Shift Pattern
2 Days, 2 Nights, 4 Off	51%
4 Days, 4 Off, 4 Nights, 4 Off	31%

## ENGINEERING MANAGEMENT

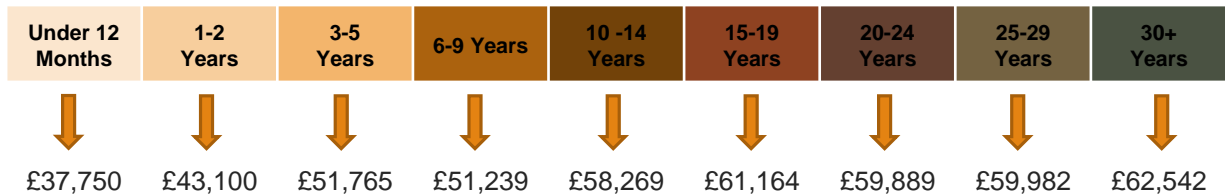
Average Age  
46

### UK Averages:

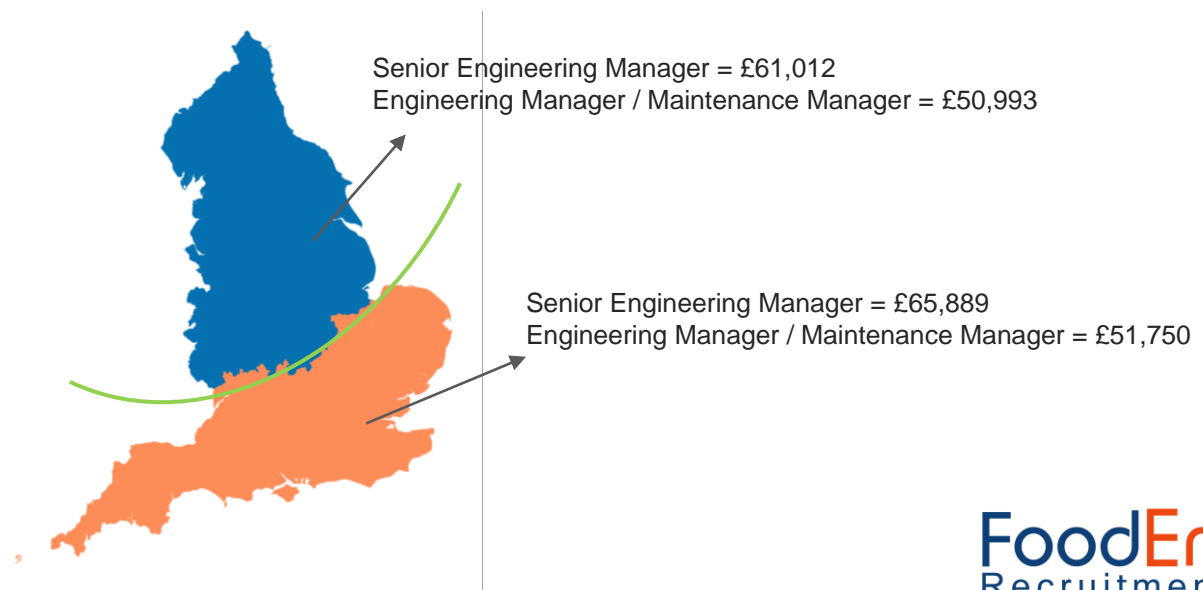
Job Title	Basic	P60 Earnings
Group Engineering Manager / Engineering Director	£82,931	£93,123
Senior Engineering Manager	£61,645	£66,006
Engineering Manager / Maintenance Manager	£50,036	£53,089
Assistant Engineering Manager / Engineering Shift Manager	£45,222	£50,521
Engineering Supervisor / Engineering Team Leader	£42,638	£47,519

Over a twelve month period, Salaries for Engineering Directors have increased, with Senior Engineering Managers also seeing an increase with an **uplift averaging 4.6%**. However, the survey results indicate that salary increases have not cascaded down to lower tiers of Engineering Leadership.

### Average Basic Salary by Length of Management Experience:

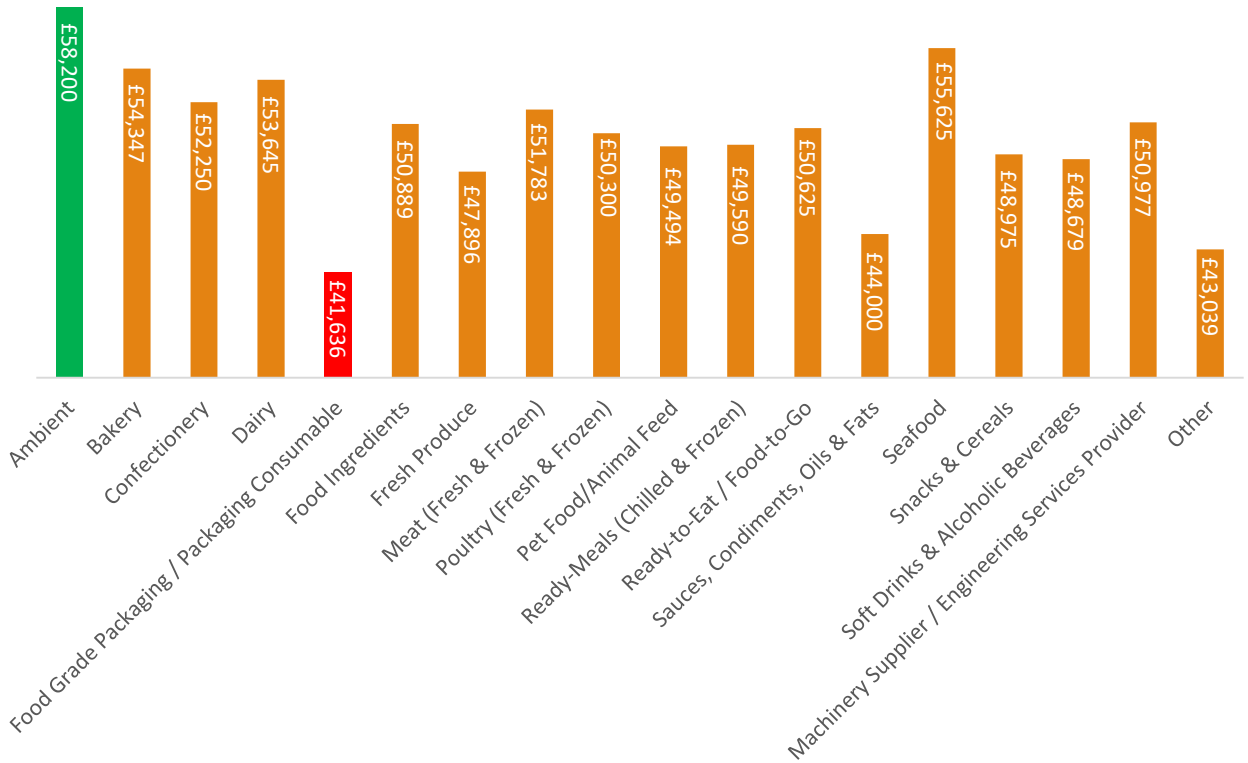


### North-South Divide (Engineering Management)



## ENGINEERING MANAGEMENT

### Average Basic Salaries by Food & Drink Sector:



### Highest Engineering Qualifications held:

Qualifications	% of Respondents
Degree/Higher Degree	19%
ONC/HNC/HND	44%
City & Guilds	26%
NVQ	8%
Other	3%

**33%** of Engineering Directors were educated to Degree/Higher Degree level.

**34%** of Senior Engineering Managers were educated to Degree/Higher Degree level.

Across all ranks of Engineering Management, individuals educated to Degree level earn an average of **£9,696** more per annum than those without a Degree.

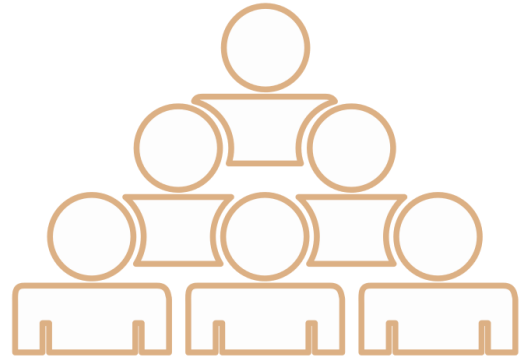
**8%** of Engineering Management held Chartered Engineer status and they earn **£12,693** more than their Management contemporaries who do not have Chartered Engineer status.



## ENGINEERING MANAGEMENT

### Average Basic Salary by Team Size:

Engineering Team Size	Average Basic Salary*
1 – 4 people	£44,733
5 – 9 people	£47,704
10 – 14 people	£52,012
15 – 19 people	£56,511
20 – 24 people	£59,272
25 + people	£62,623



\* Based on teams managed by Senior Engineering Managers, Engineering Managers and Maintenance Managers

### Average Engineering Team Size:

Job Title	Average Engineering Team Size
Group Engineering Manager / Engineering Director	62
Senior Engineering Manager	25
Engineering Manager / Maintenance Manager	12
Assistant Engineering Manager / Engineering Shift Manager	11
Engineering Supervisor / Engineering Team Leader	6



Survey results show the Dairy, Meat & Poultry sectors employ the highest number of Engineers per team, which is an interesting observation as Meat & Poultry are two of the lowest paying sectors.

Engineering Management participants who have Project Engineers/Project Managers reporting directly into them earn an average basic salary of **£62,742**

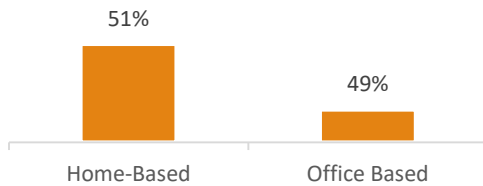
On average, Engineering Supervisors / Engineering Team Leaders holding some level of budgetary responsibility earn a basic salary £2,538 higher than peers who do not have budgetary responsibility.

## SALES ENGINEERS / SALES MANAGERS

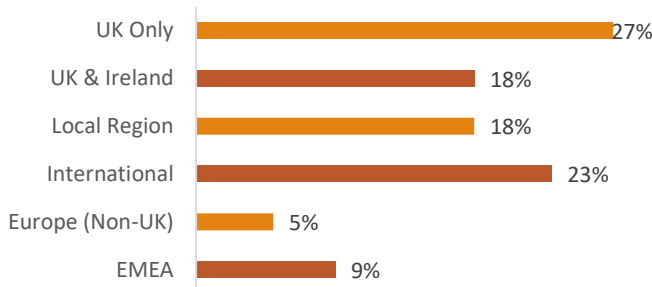
Average Age  
44

### UK Average Pay:

Job Title	Basic Salary	P60 Earnings
Sales Engineer / Sales Manager	£49,777	£62,867



### Sales Regions Covered



### Average Salary based on Qualifications:

Qualifications	% of Participants	Basic Salary
Degree/Higher Degree	45%	£56,620
ONC/HNC/HND	28%	£47,565
City & Guilds	18%	£43,000
Other	9%	£35,750

### Typical Bonus Schemes for Engineering Sales Professionals

Company Performance/Profit Share Only	13%
Company Performance & Individual Performance	45%
Commission (% of machinery sales of margin)	33%
None – Do not receive bonus or Commission	9%

Average combined basic salary for Sales Engineers & Sales Managers is **£49,777**. When compared to a 2016 salary survey conducted by FoodEng for Engineering Sales Professionals, this indicates a **4.95% pay increase in 3 years** (or average 1.65% increase per year).

There has been a noticeable reduction in Engineering Sales Professionals being “Home based” with a fall of 14% being recorded. Company car usage by Sales professionals has declined by 2% and this may, in part, be due to an 8% increase in participants engaged in roles covering International / European Markets.

On average, Engineering Sales Professionals covering the International / European Market earn basic salaries equivalent to £14,292 greater than individuals exclusively covering the UK Market. The increase is largely paid as compensation for increased travel and being away from home.

Degree qualified Sales Engineers / Sales Managers earn 19% more than their cohort educated to ONC/HNC/HND level on average, and 31.7% more than their cohort educated to City & Guilds level.



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## DESIGN ENGINEERS

Average Age  
37

### UK Average Pay:

Job Title	Basic Salary	P60 Earnings
Design Engineers	£36,269	£38,538
Design Managers	£50,875	£56,875

Design Engineers work an average of **41.3** hours per week, including overtime. **47%** of Design Engineers receive Paid Overtime worth an average of **£1,167** per year.

Design Engineers are some of the youngest survey respondents with an average age at just **37 years old**.

**26%** of Design Engineers travel frequently as part of their role.



**95%** of Design Professionals who completed the survey were Mechanically biased with **30%** of these people considering themselves as “multi-skilled”.

The low number of Electrically biased Design Engineers who completed the survey is indicative of a general lack of Electrical Design Engineer roles available within the Food & Drink sector.

Degree educated Design Engineers earn an average of **£2,378** per year, or 6.8%, more than individuals without a Degree. At Design Management level, we did not see any significant difference in pay rates between those with or without an Engineering Degree.

### Highest Qualification Held:

Qualifications	% of Respondents
Degree/Higher Degree	42%
ONC/HNC/HND	52%
Other	6%

### Most Popular CAD Packages Used

CAD Packages	% of Respondents
SOLIDWORKS	84%
AutoCAD	74%
AutoDesk Inventor	58%



## FIELD SERVICE ENGINEERS

Average Age  
42

### UK Average Pay:

Job Title	Basic Salary	P60 Earnings
Field Service Engineer	£40,582	£54,220

### P60 Earnings by time away from home

Weeks Per Year	P60 Earnings
Under 10 Weeks	£48,713
10 – 19 Weeks	£50,975
20 – 29 Weeks	£51,195
30+ Weeks	£64,988

### Engineering Bias

Engineering Bias	% of Respondents
Mechanical	24%
Electrical	55%
Multi-Skilled 50/50	21%

### Highest Engineering Qualifications held

Qualifications	% of Respondents
Degree/Higher Degree	13%
ONC/HNC/HND	56%
City & Guilds	21%
NVQ	5%
Other	5%

**64%** of Field Service Engineers live within just 3 key regions of the UK

North West – 21%  
Midlands – 28%  
South East – 15%

The average age for Field Service Engineers who completed the survey is **42 years old** and they have amassed an average of **15 years** experience working within the Food / FMCG Industry.

**79%** of Field Service Engineers described themselves as “Home-Based”. Annually, these individuals averaged **21 Weeks** working away from home, increasing to an average of **27 Weeks** for individuals covering International markets. Regional Service Engineers spent **5 Weeks** working away from home on average.

**56%** of Field Service Engineers are paid “Working Away Allowances” in addition to their salary and overtime payments.

Field Service Engineers work an average of 50.2hrs per week which is significantly more than the 39.4hrs they are contracted to work. **89%** of Field Service Engineers are paid for hours worked above their contracted hours with **£14,389** being the average annual amount received as paid overtime.

With the exclusion of Engineers who classed themselves as Multi-Skilled 50/50, Electrically Biased Field Service Engineers are typically on a basic salary **16.3%** higher than their mechanical counterparts, and earn **£8,645** more each year.

**£2,283** is average annual bonus paid to Field Service Engineers working across the Food & Drink Industry.

## PROJECT ENGINEERS & PROJECT MANAGERS

Average Age  
46

### UK Average Pay:

Job Title	Basic Salary	P60 Earnings
Project Manager/Project Director	£57,514	£63,791
Project Engineer	£42,636	£47,058

### Highest level of Engineering Qualifications held:

Qualifications	Project Engineer	Project Manager/ Project Director
Degree/Higher Degree	44%	44%
ONC/HNC/HND	44%	37%
City & Guilds	12%	17%
NVQ	0%	2%

**£51,417** is the average basic salary for all Project Professionals within the UK Food & Drink Industry

On average, Degree educated Project Professionals working for a Food & Drink Manufacturer earn **£2,102** more than individuals without a Degree. Interestingly, although higher qualifications denoted increased pay rates for Project Engineers and Project Managers employed within Food & Drink Manufacturing, this was not the case for Project Engineers and Project Managers working for Food Machinery businesses and Engineering Services providers, where there was no distinguishable correlation between level of qualification and salary.

### Overtime, Bonus & Travel

**15%** of Project Professionals receive overtime payments. However, when analysing Food Machinery / Engineering Services Providers in isolation, this increases to nearly 29%. The average annual overtime payment for Project Professionals is **£11,800**.

**64%** of Project Professions benefited from a company Bonus Scheme, receiving an average of **£5,603** per year.

Project Professionals in the UK Food & Drink Industry spend an average **9 weeks** per year working away from home. This increases to **14 weeks** for those working for Food Machinery / Engineering Services Providers.

**18%** of Project Professionals working for a Food Machinery / Engineering Services Provider are "Home-Based". The figure decreases to 3% for individuals working for Food & Drink Manufacturing business.

**3%** of Project Professionals who completed the survey were Female.

**46 years old** is the Average Age of Project Professionals who completed the survey.

**52%** of Project Engineering Respondents worked for either a Food Machinery businesses or an Engineering Service Provider.

## BONUS SCHEMES

(Averages across all permanent jobs within all UK regions)

**47%** of survey respondents receive some form of Bonus

The average Bonus received annually is **£4,060**

### Who receives a Bonus and how much do they receive?

Job Title	% of Job Title who receive a Bonus	Average Annual Bonus Value
Group Engineering Manager / Engineering Director	75%	£13,589
Sales Engineer / Sales Manager (Machinery / Process Solutions)	91%	£14,400
Project Manager / Project Director	64%	£8,143
Design Manager / Drawing Office Manager	75%	£7,000
Senior Engineering Manager	62%	£6,031
Engineering Manager / Maintenance Manager	55%	£4,355
Controls/Automation Engineer	40%	£3,225
Applications Engineer	66%	£3,000
Project Engineer	64%	£2,971
Assistant Engineering Manager / Engineering Shift Manager	44%	£2,540
Field Service Engineer (Service, Installation & Commissioning)	58%	£2,400
Process Engineer	50%	£2,400
Engineering Supervisor / Engineering Team Leader	42%	£2,174
Engineering Planner / Coordinator	44%	£2,050
Maintenance Engineer	36%	£1,631
Refrigeration Engineer (Industrial Refrigeration)	20%	£1,600
Design Engineer / CAD Technician	47%	£1,467
Facilities/Site Services Engineer	14%	£500

When asked about the Bonus Scheme they work within, survey respondents recorded an average Satisfaction rating of at 2.7 out of 5. Facilities/Site Services Engineers were the least satisfied with their Bonus Scheme, recording a rating of 1.7 out of 5. Facilities/Site Services Engineers receive an average bonus equivalent to £3,560 below the industry average. Engineering Directors were to most satisfied with their bonus scheme rating it 3.7 out of 5.

## COMPANY CAR SCHEMES

The Average value of Car Allowance received annually is **£6,460** equivalent to **£538** per month

**75%** of Group Engineering Managers & Engineering Directors receive a Car or Car Allowance

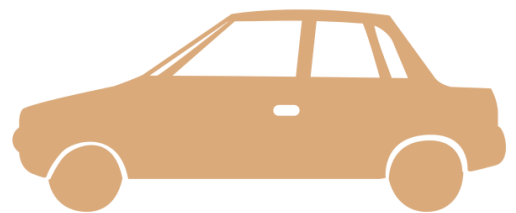
### Do you benefit from a Company Car Scheme?

By Job Title	No	Company Car	Car Allowance	Average Car Allowance Value
Group Engineering Manager / Engineering Director	25%	17%	58%	£8,557
Senior Engineering Manager	46%	24%	30%	£6,883
Engineering Manager / Maintenance Manager	82%	10%	8%	£5,570
Project Manager / Project Director	39%	38%	23%	£5,913
Project Engineer	80%	16%	4%	£4,000
Field Service Engineer (Service, Installation & Commissioning)	29%	68%	3%	£5,000
Sales Engineer / Sales Manager (Machinery / Process Solutions)	14%	68%	18%	£5,825

The table above focuses on the seven most likely job titles to receive a Company Car or Car Allowance. For Senior Engineering roles, it is common for businesses within the Food & Drink sector to offer a Company Car or Car Allowance and Engineering Leaders generally expect this perk to form part of an offer of employment, even if extensive driving is not a requirement of the job.

29% of Field Service Engineers do not receive a Company Car or Car Allowance. However, 39% of Field Service Engineers who completed the survey work across European & International Markets, so are travelling extensively by air, rather than by car.

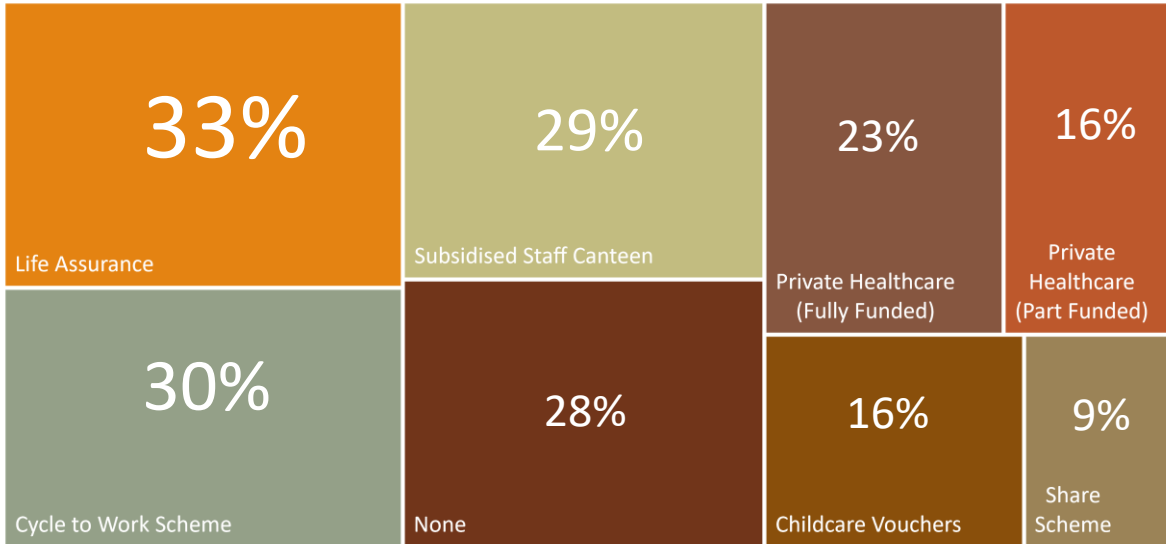
**52%** of survey respondents working for a Food Machinery Supplier, or an Engineering Service Provider, benefited from an Employee Company Car Scheme.



## ADDITIONAL BENEFITS & PENSION RATES

(Averages across all permanent employees within all UK regions)

### Additional Benefits Received:



### Pension Rates:

96% of engineering employees working in the UK Food & Drink Industry are enrolled in an Employer Pension Scheme.

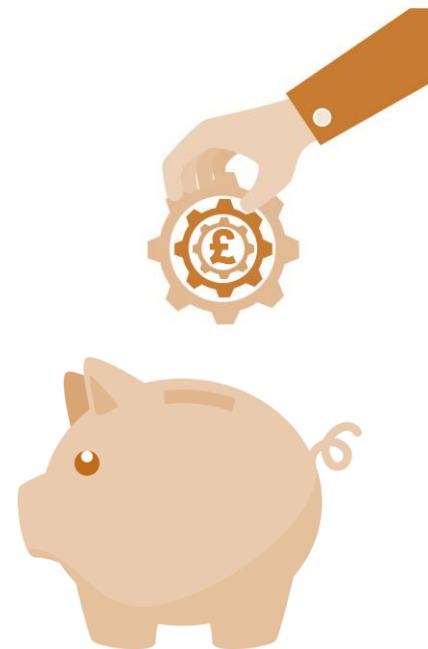
5.8% is the average rate for Employer Pension Contributions made by the UK Food & Drink Industry across all Engineering Personnel. This increases to 6.2% at Management level.

#### Top 3 Sectors for Average Pension Contributions

Snack & Cereals	7.3%
Sauces, Condiments, Oils & Fats	7.2%
Soft Drinks & Alcoholic Beverages	7.1%

#### Bottom 3 Sectors for Average Pension Contributions

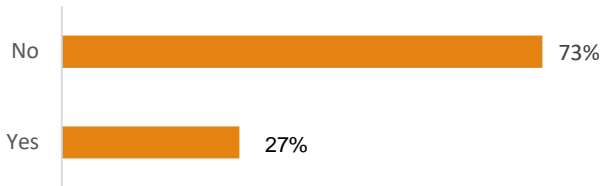
Fresh Produce	4.6%
Meat (Fresh & Frozen)	4.5%
Poultry (Fresh & Frozen)	3.6%



## JOB SATISFACTION & CAREER MOTIVATIONS

(Averages across all permanent employees within all UK regions)

### Is there a defined career path for you to follow?



68% of survey respondents who felt their current role lacked a defined career path, also stated they received insufficient training opportunities.

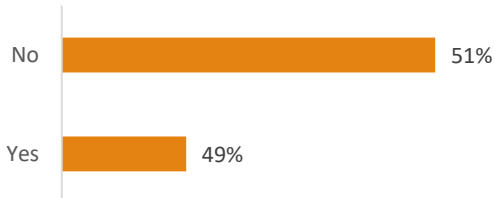
81% of individuals working within the Poultry sector said they don't receive regular performance reviews.

63% of Engineering Professionals working in the Soft Drinks & Alcoholic Beverages sector receive regular performance reviews. This is the highest level throughout the Industry

### Do you receive sufficient training opportunities?



### Do you receive regular Performance Reviews?



### How satisfied are respondents with their rate of pay



Engineering Directors were the most satisfied with their pay rate giving it 4.2 stars out of 5. Design Engineers, Field Service Engineers and Process Engineers were the least satisfied with their basic salary, rating it 3.2 stars out of 5.

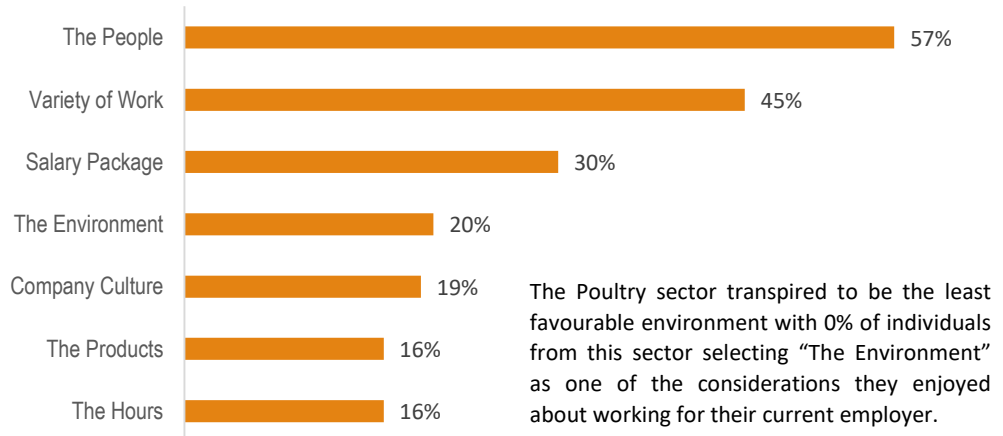
**64%** of respondents expect their salary to increase within the next 12 months.

## JOB SATISFACTION & CAREER MOTIVATIONS

(Averages across all permanent employees within all UK regions)

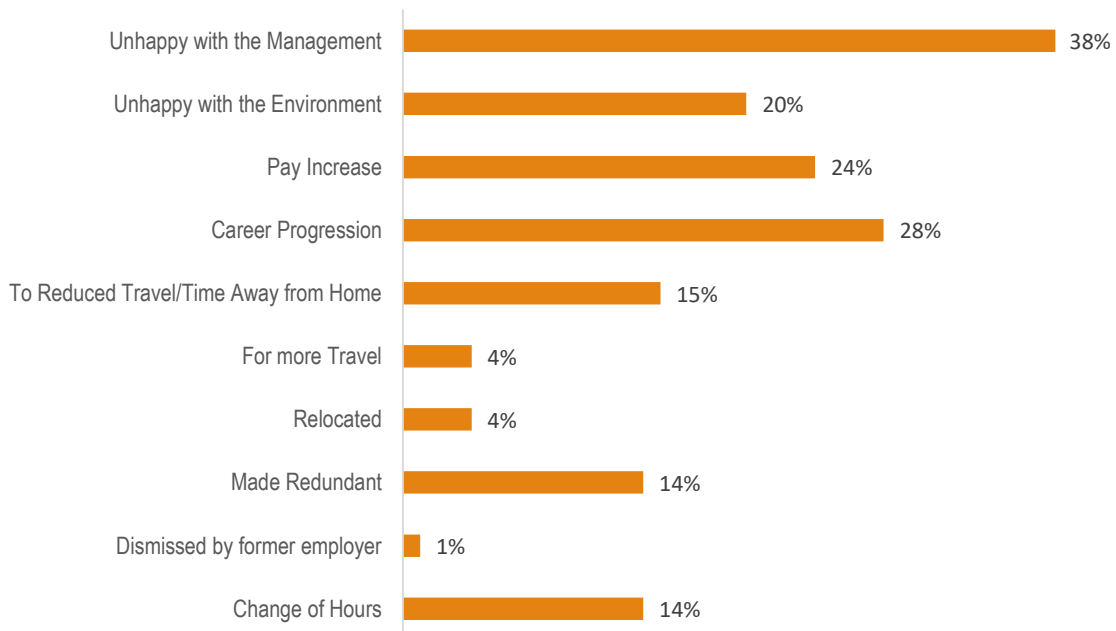
### What people enjoy most about working for their current employer:

(Respondents were given the option to select multiple options)



### Reasons for leaving last position:

(Respondents were given the option to select multiple options)





This Salary Survey Report was prepared by:

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