

Helpdesk Report: Maintenance and Craft Roles

by

Incomes Data Research

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This report has been produced by Incomes Data Research Limited as part of the ECC Labour Market and Pay Data Service.

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1. Introduction

This report has been prepared by Incomes Data Research (IDR) and, as requested, it provides market salary data for the following role(s):

- Maintenance Electrician
- Maintenance Plumber¹
- Maintenance Joiner
- Assistant Maintenance Services Manager
- Maintenance Painter
- Maintenance Builder

2. Market salary data

This section presents the market salary data. We aim to provide a minimum of three sources of information for each job to enable ‘triangulation’ of the results, and thereby provide the widest possible assessment of the market for this role.

2.1. Market data

The tables in the following sections provide the aggregate market salary for full-time maintenance and craft roles as set out above.

2.1.1. Official earnings data

The data provided below is based on the Government’s latest Annual Survey of Hours and Earnings (ASHE), for April 2020. This survey, conducted by the Office for National Statistics, provides a snapshot of earnings each April and is based on a 1% sample of National Insurance numbers. ASHE is considered a reliable source of official earnings data.

The following table details the median and average UK gross annual pay for full time employees in the closest-matched occupational categories. It also provides information on the annual percentage change which can be an indicator of labour market pressures.

¹ This post requires Domestic and Commercial Gas certificates.

Annual pay - Gross (£)² - For full-time employee jobs: United Kingdom, 2020

| Description | Code ³ | No. of jobs (000s) | Median | Annual percentage change | Average | Annual percentage change |
|--|-------------------|--------------------|---------|--------------------------|---------|--------------------------|
| Plumbers and heating and ventilating engineers | 5314 | 46 | £32,356 | 3.5 | £32,569 | 1.9 |
| Electricians and electrical fitters | 5241 | 114 | £33,495 | 1.0 | £34,224 | 1.2 |
| Carpenters and joiners | 5315 | 64 | £28,488 | 5.5 | £28,659 | 4.3 |
| Painters and decorators | 5323 | 16 | £25,591 | 2.9 | £29,724 | 15.6 |
| Bricklayers and masons | 5312 | - | £27,995 | 4.2 | £28,020 | 4.2 |
| Construction and building trades supervisors | 5330 | 34 | £38,413 | 3.1 | £40,706 | 2.3 |

Source: Table 14.7a, ASHE 2020.

2.1.2. NHS data

In this section we provide information on the salary range for the pay band(s) likely to cover comparator jobs in the NHS. The NHS, with 1.2m staff, is the largest employer in the UK and as such plays a key role in influencing the market for many non-medical roles, particularly in education, given the links between parts of higher education and the NHS.

² Gross pay excludes bonuses but includes basic pay, shift premium payments, overtime pay, paid leave, maternity pay, sick pay and other pay.

³ Standard Occupational Classification (SOC) codes are a coding system used to classify occupations. A four-digit SOC indicates the closest occupational match. Three digits cover a slightly broader job group, while two and one-digit codes are broader still.

Maintenance Technicians (covering qualified plumbers and electricians) in the NHS are typically employed on Band 4 or (in the case of some electricians) Band 5 and the current salary range is between £22,549 and £24,882 (Band 4) and £25,655 and £31,534 (Band 5) a year.

Estates Officers (Mechanical) oversee small team of technicians providing on-site maintenance at NHS sites. These roles are usually at the level of Band 6 or 7, for which entry salaries are £32,306/£40,057 respectively, rising to a maximum of £39,027/£45,839 after five years.

Roles based in London and high-cost areas in the South East/South qualify for the following supplements:

- Inner London – 20% of basic salary, subject to a minimum payment of £4,608 and a maximum payment of £7,097;
- Outer London – 15% of basic salary, subject to a minimum payment of £3,898 and a maximum payment of £4,967;
- Fringe – 5% of basic salary, subject to a minimum payment of £1,066 and a maximum payment of £1,845.

NHS staff in roles up to and including Band 7 (ie all the above) also receive a number of additional payments as follows:

- Overtime for hours above 37.5 hours a week, paid at T+50% or 2T on public holidays;
- Unsocial hours pay worth 30% on Saturdays (midnight to midnight) and any week day after 8pm and before 6am and 60% on Sundays and Bank Holidays for those in Bands 4 – 9, rising to 36%/72% respectively for those in Band 3 and 43%/85% for those in Band 2; and
- A locally-agreed on-call payment.

In addition, skilled roles requiring electrical, plumbing or mechanical craft qualifications often attract a recruitment and retention premium worth a maximum of 30% of basic pay and typically worth around £3,200 at Band 4.

2.1.3. IDR data

The following tables contain data from IDR Pay Benchmarker, our online database of salary information. This data has been collected by IDR directly from employers through surveys and bespoke data collection for the IDR Pay Benchmarker service. ⁴ Level-3 Construction Worker Jobs are the closest comparator to Maintenance Builder roles, while level-4 Construction Workers are included here as a proxy for the Assistant Maintenance Services Manager role.

Plumber, whole economy³

| Job level | Company count | Median | Average |
|-----------|---------------|---------|---------|
| Level 4 | 8 | £29,150 | £28,954 |
| Level 5 | 8 | £33,819 | £32,990 |

Source: IDR Pay Benchmarker.

Electrician, whole economy³

| Job level | Company count | Lower quartile | Median | Upper quartile | Average |
|-----------|---------------|----------------|---------|----------------|---------|
| Level 4 | 14 | £28,984 | £31,106 | £32,808 | £30,944 |
| Level 5 | 3 | - | - | - | £32,600 |

Source: IDR Pay Benchmarker.

Maintenance worker, whole economy

| Job level | Company count | Lower quartile | Median | Upper quartile | Average |
|-----------|---------------|----------------|---------|----------------|---------|
| Level 3 | 10 | £19,920 | £21,142 | £24,364 | £22,340 |
| Level 4 | 11 | £27,212 | £28,440 | £28,675 | £28,012 |

Source: IDR Pay Benchmarker.

Painter, whole economy

| Job level | Company count | Lower quartile | Median | Upper quartile | Average |
|-----------|---------------|----------------|---------|----------------|---------|
| Level 4 | 10 | £22,588 | £23,650 | £25,230 | £23,679 |

Source: IDR Pay Benchmarker.

⁴ Refers to the IDR Job Level. These typically cover the following types of roles: 1 and 2, admin, support and manual roles; 3 and 4, secretarial and craft roles; 5 and 6, vocational and supervisory; 7 and 8, professional and managerial; 9, senior management; 10a and 10b, directors; 11, senior directors/chief executives.

Carpenter, whole economy

| Job level | Company count | Lower quartile | Median | Upper quartile | Average |
|-----------|---------------|----------------|---------|----------------|---------|
| Level 4 | 9 | - | £26,500 | - | £26,645 |

Source: IDR Pay Benchmarker.

Construction worker, whole economy

| Job level | Company count | Lower quartile | Median | Upper quartile | Average |
|-----------|---------------|----------------|---------|----------------|---------|
| Level 3 | 10 | £20,114 | £21,123 | £24,463 | £22,207 |
| Level 4 | 11 | £23,601 | £24,536 | £26,250 | £24,640 |

Source: IDR Pay Benchmarker.

3. Job advertisements

This section details current comparable vacancies from our database of advertised positions.

3.1. Job advertisements

The following pages present the job advertisements for the above vacancies, the details of which are summarised in the table below.

Maintenance Electrician

| Institution | Job title | Advertised salary | Premia (where applicable) |
|--------------------------|---|--|-----------------------------|
| University of Essex | Maintenance Craftsperson (Electrical) | £27,924 - £29,614 (Authorised Person) or £26,341 - £27,924 (Competent Person) | £1,168.45 on call allowance |
| University of Reading | Maintenance Electrician | £27,511 | |
| University of Bath | Multiskilled Electrician | £26,715 to £32,817 | |
| University of Nottingham | Craftsperson Multi Trade (Electrical) | £25,941 (scope for further progression) | |
| University of Cambridge | Senior Building Services Technician (Electrician) | £27,116 to £31,406 | |

Maintenance Joiner

| Institution | Job title | Advertised salary | Premia (where applicable) |
|--------------------------|--------------------------------------|--------------------|---------------------------|
| Oxford Brookes | Carpenter | £32,344 to £35,326 | £1,625 on call allowance |
| University of Essex | Maintenance Craftsperson (Joiner) | £25,941 to £27,511 | |
| University of Nottingham | Tradesperson – Multi Trade (Joinery) | £21,814 | |

Maintenance Plumber

| Institution | Job title | Advertised salary | Premia (where applicable) |
|--------------------------|---|--|---------------------------|
| University of Nottingham | Craftsperson – Multi Trade (Wet Services) | £25,941 (with scope for further progression) | |

Assistance Maintenance Services Manager

| Institution | Job title | Advertised salary | Premia (where applicable) |
|--------------------------|------------------------------|--|---------------------------|
| University of Nottingham | Site Maintenance Team Leader | £28,331 (with scope for further progression) | |