

PAY AND REWARD IN THE SHOPFITTING AND FIT-OUT SECTOR

2021



Member and Contributor Edition



THORN BAKER
CONSTRUCTION

National Association of Shopfitters and Interior Contractors (NAS)

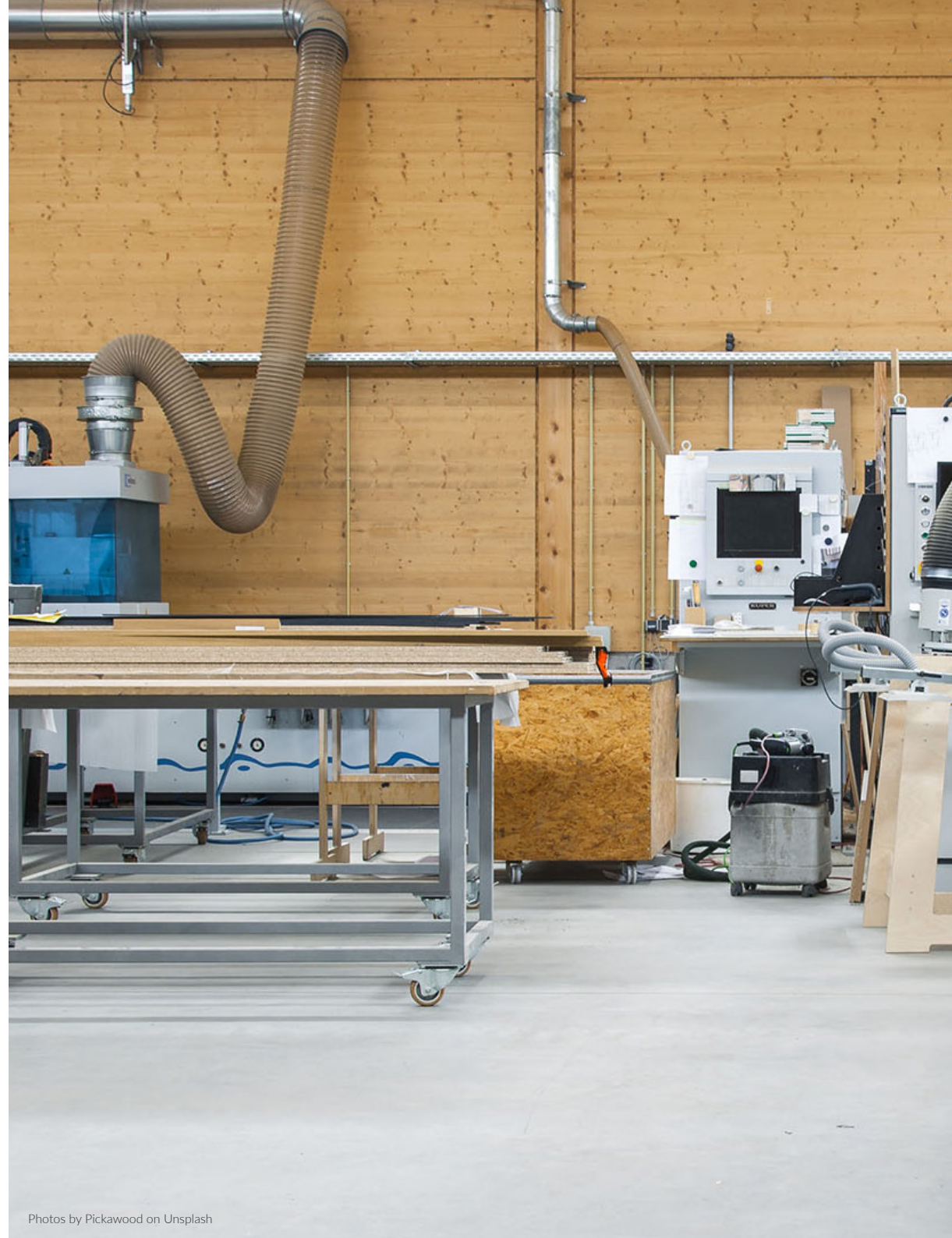
The NAS has three core values that underpin everything we do – *Promote, Support and Develop*

We **promote our Members**, and the sector more broadly, through our website, events programmes and digital marketing activities

We **support our Members** through targeted benefits, enhancing the welfare of their businesses and their employees

And we **develop our Members**, through updated and improved advice, guidance, model policies and training

If you are interested in learning more about the benefits of NAS membership, visit our Why Join page at shopfitters.org.





Pay and Reward in The Shopfitting and Fit-out Sector 2021

Foreword

As part of our mission to promote, support, and develop the shopfitting, fit-out and interior contracting sector, the National Association of Shopfitters (NAS) surveyed the sector to identify trends in Pay and Reward.

The survey was open between May and July 2021 and was completed by 27 companies, who shared pay and reward information for over 500 employees. We are very grateful to the all the contributors, but also hope to go even further on the already positive number of respondents next time.

As a member of the NAS, or a contributor to the survey, you have received a full version of this paper. A separate edition has also been produced for non-members and subscribers to the NAS' communications, which has some of the content restricted.

It is our hope that you find this paper to be informative and thought-provoking. We also hope that its contents can be used by businesses across the sector to benchmark Pay and Reward.

Benchmarking is an important exercise for all employers to undertake, so that they can understand the changing trends pay and reward, which in turn can lead to improved employee retention, productivity, and help plan for the future.

James Filus
Director, NAS



RESPONDENTS

27 shopfitting, fitout and interior contracting companies completed the survey, providing insights for over 500 employees.

Respondents were asked to provide the number of employees for each role, along with the hourly rate (or salary) for the lowest and the highest earners in the role. This has enabled the NAS to get an understanding of the range of potential earnings for each position, which has been used to calculate averages.

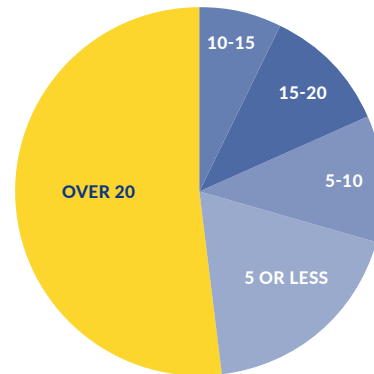
The majority of companies (52%) have been trading for greater than 20 years, demonstrating real stability in their operations – particularly noting that construction is the sector with the highest level of insolvencies*. 93% of the respondents are members of the National Association of Shopfitters (NAS).

The South-East, Yorkshire and the Humber, the South-West, and Greater London were the regions with the highest response rate.

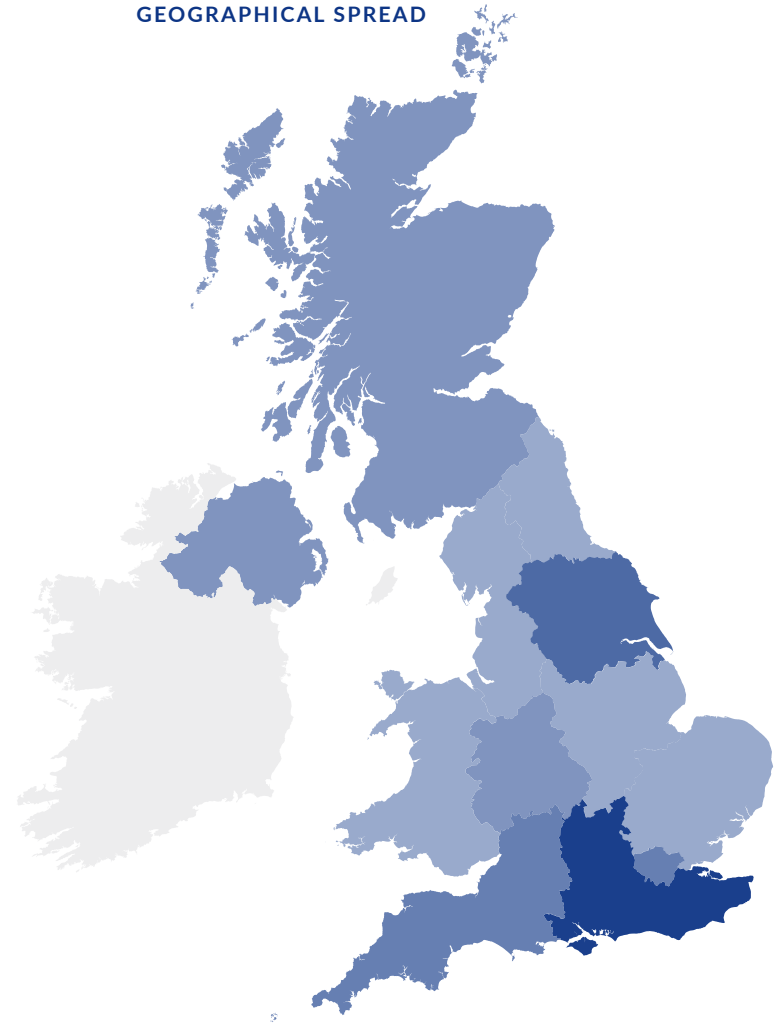
Source: **Construction statistics, Great Britain: 2019**

ons.gov.uk/businessindustryandtrade/constructionindustry/articles/constructionstatistics/2019

YEARS TRADING



GEOGRAPHICAL SPREAD





APPRENTICE

Apprentices are the only role featured that have their earnings regulated by the Government.

Other roles may be affected by the age ranges set by the Government for both the National Living Wage (for those aged 23 and over) and the National Minimum Wage (for those of at least school leaving age). However, until the age of 19 and the first year is completed, the National Minimum Wage rate for an Apprentice is £4.30 an hour.

These are the current rates set by Government:

	23 AND OVER	21 TO 22	18 TO 20	UNDER 18	APPRENTICE
APRIL 2021	£8.91	£8.36	£6.56	£4.62	£4.30

The above rates are subject to change on 1 April every year.

57% of the respondents advised that they have Apprentices in their employment, with a minimum of 58 Apprentices included in the data, and an average of 3.8 per company.

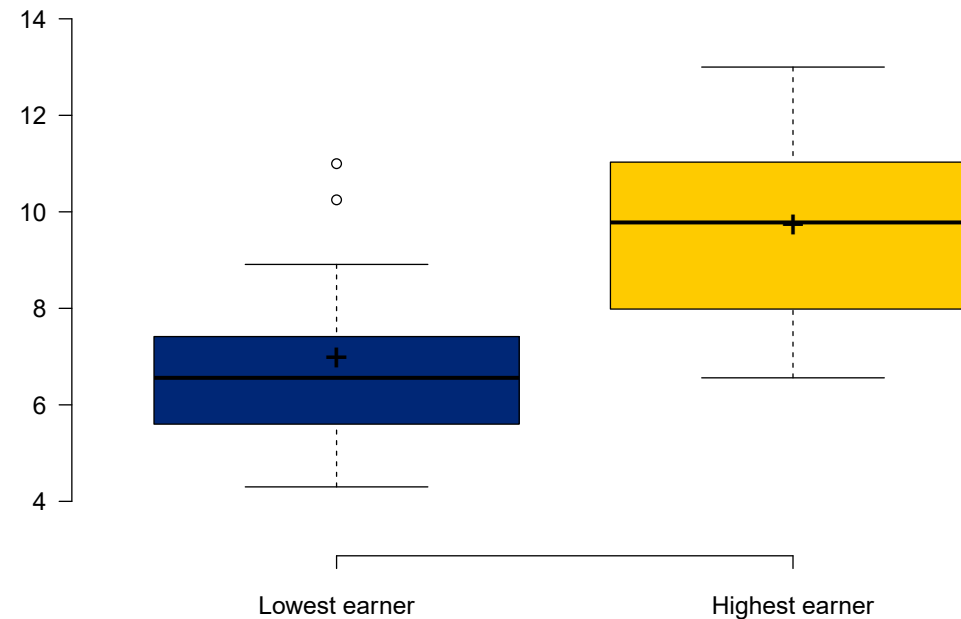
The average hourly rate for an Apprentice was £8.28.

The supporting diagram and table show the ranges of responses and also how the hourly rates for the lowest, highest, and average earners could be extrapolated into a weekly, monthly and annual salary, based on a 40 hour week.



Did you know? The NAS manages a CSCS partner card scheme. The Shopfitting and Interior Contracting Competency Card Scheme (SICCS) offers many cards. Our Apprentice card is free for NAS members and just £5 (ex. VAT) for non-members.

LOWEST TO HIGHEST EARNER COMPARISON



SALARY BREAKDOWN

	HOURLY	WEEKLY	MONTHLY	ANNUAL
HIGHEST	£9.66	£386	£1,674	£20,093
LOWEST	£6.90	£276	£1,196	£14,352
AVERAGE	£8.28	£331	£1,435	£17,222



JOINER

85% of respondents advised they have Joiners and Tradespersons in their employment, with minimum of 171 included in the data, and an average of 7.4 per company.

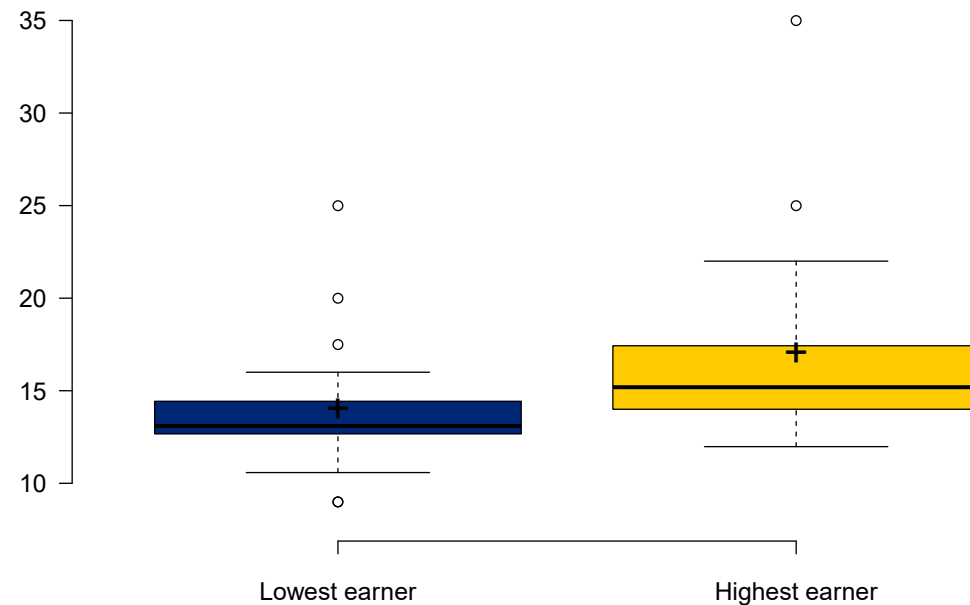
The average hourly rate for a Joiner/Tradesperson was £15.43.

This is in excess of the most recent Construction Industry Joint Council (CIJC) Working Rule Agreement (WRA) promulgation, which came into effect from June 2021.

The WRA sets out a range of £9.77 to £12.99, depending on the level of skills and experience. This was a 2.5% increase on the previously negotiated rates.

The supporting diagram and table show the ranges of responses and also how the hourly rates for the lowest, highest, and average earners could be extrapolated into a weekly, monthly and annual salary, based on a 40 hour week.

LOWEST TO HIGHEST EARNER COMPARISON



SALARY BREAKDOWN

	HOURLY	WEEKLY	MONTHLY	ANNUAL
HIGHEST	£16.93	£677	£2,935	£35,214
LOWEST	£13.93	£557	£2,415	£28,974
AVERAGE	£15.43	£617	£2,675	£32,094



SITE FIXER

59% of respondents advised they have Site Fixers in their employment, with minimum of 67 included in the data, and an average of 4.5 per company.

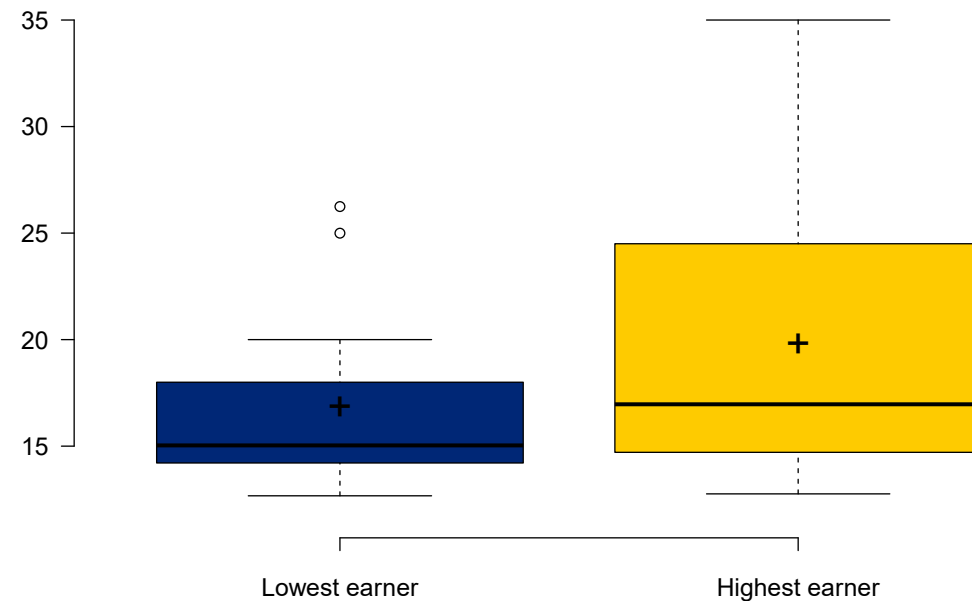
The average hourly rate for a Site Fixer is £18.17.

Site Fixers can also expect to be paid travel and subsistence allowances. Respondents were not asked for the rates they pay.

The CIJC Agreement sets out that minimum of £41.66 per night for subsistence and a range of £1.14 travel (taxed) or £4.73 fare (not taxed) for up to 9 miles travel, and £9.85 travel (taxed) or £18.36 fare (not taxed) for up to 50 miles.

The supporting diagram and table show the ranges of responses and also how the hourly rates for the lowest, highest, and average earners could be extrapolated into a weekly, monthly and annual salary, based on a 40 hour week. Travel and subsistence allowances are not included in the calculations.

LOWEST TO HIGHEST EARNER COMPARISON



SALARY BREAKDOWN

	HOURLY	WEEKLY	MONTHLY	ANNUAL
HIGHEST	£19.66	£786	£3,408	£40,893
LOWEST	£16.67	£667	£2,889	£34,674
AVERAGE	£18.17	£727	£3,149	£37,794



ESTIMATOR

60% of the respondents advised that they have Estimators in their employment, with a minimum of 47 employed across the contributing companies.

The average number of Estimators employed was 2.9 per company

The overall average salary was £42,208, with a range between £37,449 for the lowest earners and £46,967 for the highest.

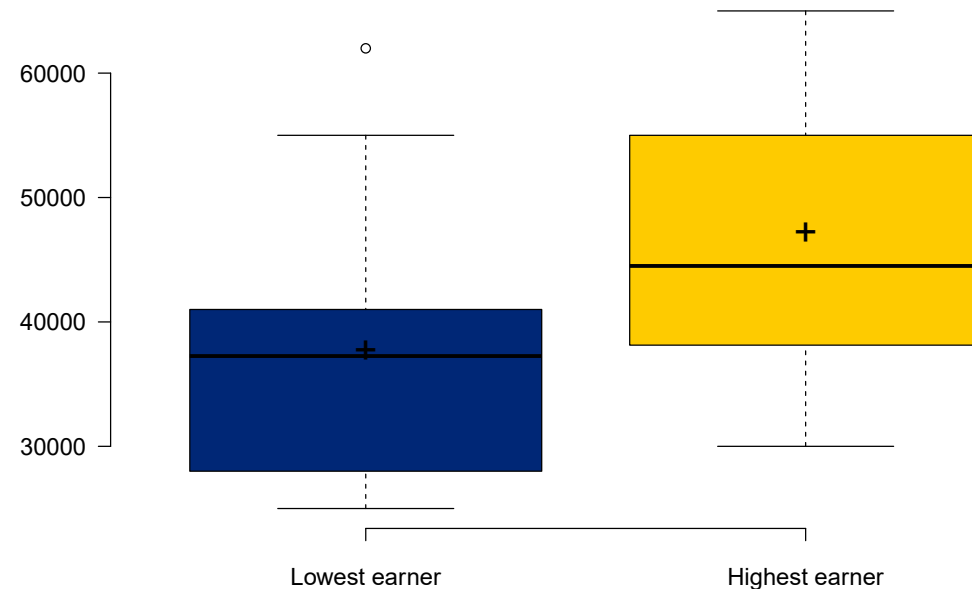
Go Construct, which is funded by the Construction Industry Training Board (CITB), sets out that an Estimator can expect to earn between £18,000 and £40,000, depending on experience. The NAS' research suggests that the market has shifted since Go Construct published the information.

The supporting diagram and table show the ranges of responses, including the outliers across the highest and lowest average earners. Average daily, weekly, monthly, and annual earnings have also been provided, based on a 40 hour week.



Did you know? In 2021 NAS secured CITB funding to offer significantly subsidised training. We saved our members over £14k, and arranged 164 training days, which were delivered to 105 delegates.

LOWEST TO HIGHEST EARNER COMPARISON



SALARY BREAKDOWN

	DAILY	WEEKLY	MONTHLY	ANNUAL
HIGHEST	£181	£903	£3,913	£46,967
LOWEST	£144	£720	£3,120	£37,449
AVERAGE	£162	£811	£3,517	£42,208



SETTER OUT

44% of the respondents advised that they have Setter Out/Designers in their employment, with a minimum of 45 employed across the contributing companies.

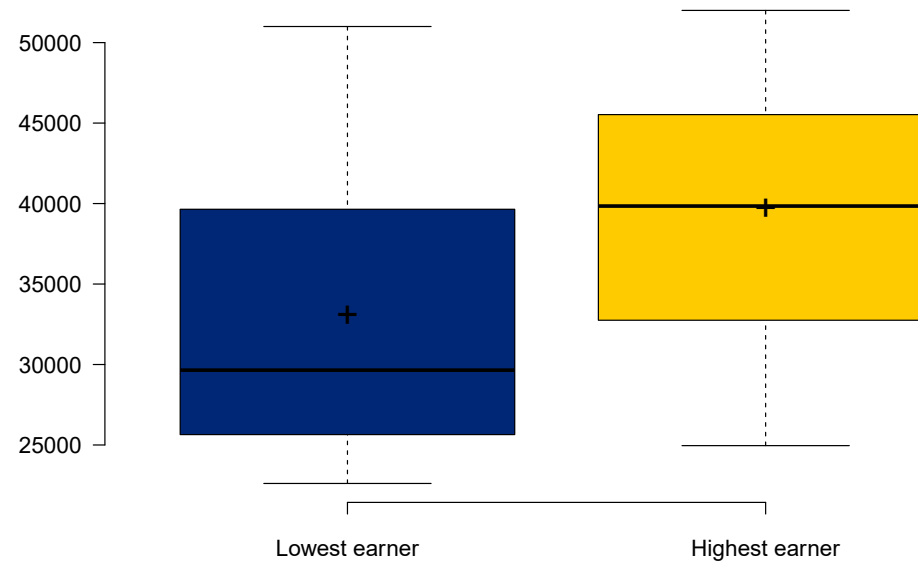
The average number of Setter Out/Designers employed was 3.75 per company.

The overall average salary was £36,197, with a range between £32,870 for the lowest earners and £39,523 for the highest.

Go Construct states that an experienced CAD Technician can expect to earn between £22,000 and £35,000, with more senior roles attracting up to £50,000. This is largely consistent with the findings of the NAS' survey.

The supporting diagram and table show the ranges of responses, including the outliers across the highest and lowest average earners. Average daily, weekly, monthly, and annual earnings have also been provided, based on a 40 hour week.

LOWEST TO HIGHEST EARNER COMPARISON



SALARY BREAKDOWN

	DAILY	WEEKLY	MONTHLY	ANNUAL
HIGHEST	£152	£760	£3,293	£39,523
LOWEST	£126	£632	£2,739	£32,870
AVERAGE	£139	£696	£454	£36,197



SITE MANAGER

59% of the respondents advised that they have Site Managers in their employment, with a minimum of 61 employed across the contributing companies.

The average number of Estimators employed was 3.8 per company

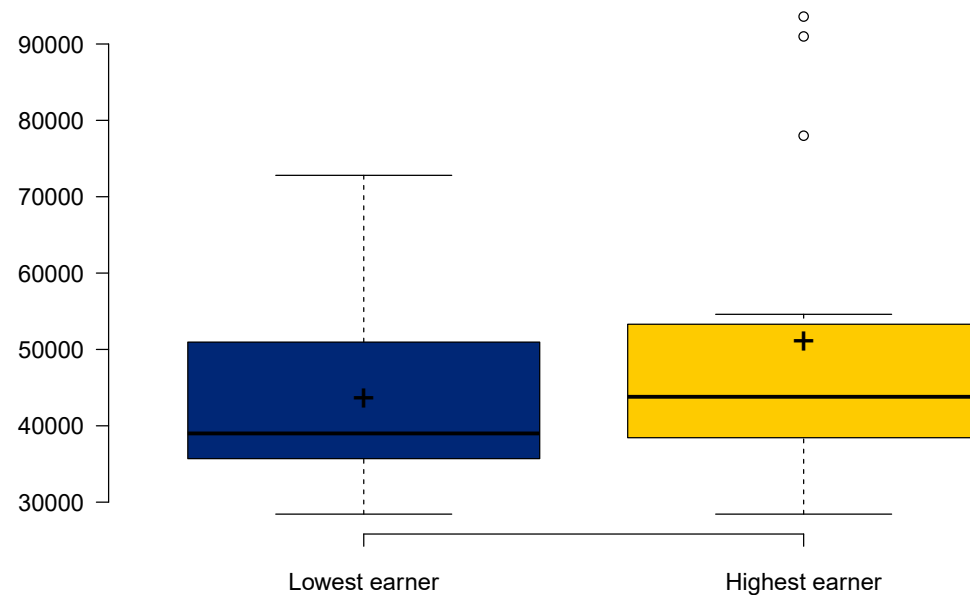
The overall average salary was £46,885, with a range between £43,100 for the lowest earners and £50,671 for the highest.

The data shows a large range in the responses as well as statistical outliers for this role. However, there is consistency in the responses for both the lowest and the highest earners in this role.

Despite the outliers, confidence can be taken in the overall findings, due to the number of employees covered in the data.

The supporting diagram and table show the ranges of responses, including the outliers across the highest and lowest average earners. Average daily, weekly, monthly, and annual earnings have also been provided, based on a 40 hour week.

LOWEST TO HIGHEST EARNER COMPARISON



SALARY BREAKDOWN

	DAILY	WEEKLY	MONTHLY	ANNUAL
HIGHEST	£194	£974	£4,222	£50,671
LOWEST	£165	£828	£3,591	£43,100
AVERAGE	£180	£901	£3,907	£46,885



PROJECTS MANAGER

26% of the respondents advised that they have Project Managers in their employment, making this one of the least employed roles within the survey.

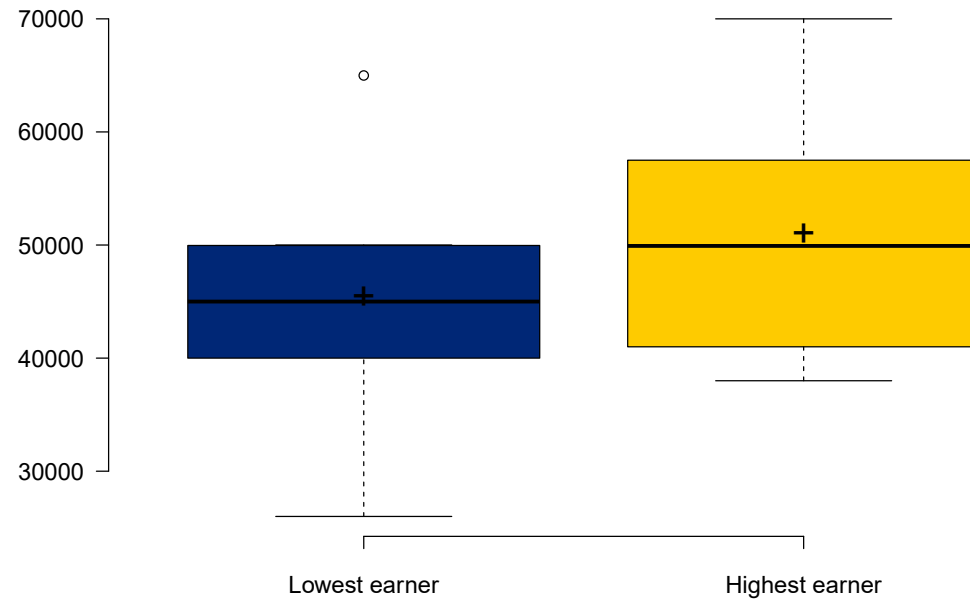
A minimum of 16 Projects Managers are employed across the contributing companies, with an average of 2.2 employed per company

The overall average salary was £47,917, with a range between £45,131 for the lowest earners and £50,703 for the highest.

Given the low number of employees covered by the data, the correlation between lowest and highest earners is not surprising. This again gives confidence to the data, despite a smaller sample size.

The supporting diagram and table show the ranges of responses, including the outliers across the highest and lowest average earners. Average daily, weekly, monthly, and annual earnings have also been provided, based on a 40 hour week.

LOWEST TO HIGHEST EARNER COMPARISON



SALARY BREAKDOWN

	DAILY	WEEKLY	MONTHLY	ANNUAL
HIGHEST	£195	£975	£4,225	£50,703
LOWEST	£173	£867	£3,760	£45,131
AVERAGE	£184	£921	£3,993	£47,917



CONTRACT MANAGER

59% of the respondents advised that they have Contracts Managers in their employment, with a minimum of 47 employed across the contributing companies.

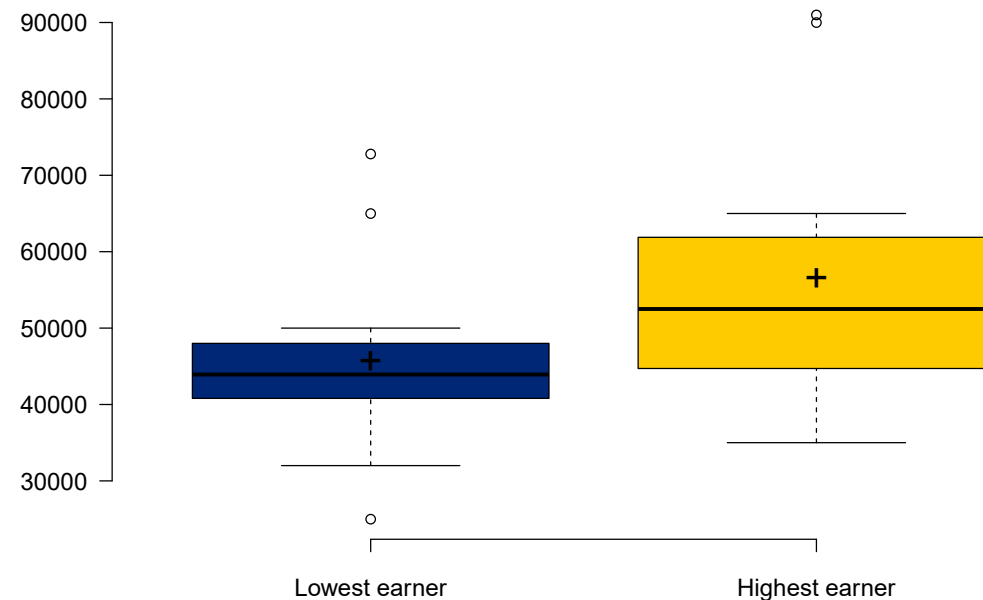
The average number of Contracts Managers employed was 2.9 per company.

The overall average salary was £50,649, with a range between £45,261 for the lowest earners and £56,037 for the highest.

Go Construct states that a Contract Manager can expect to earn between £25,000 and up to £70,000, depending on experience. That is consistent with the NAS' findings, albeit the findings of the survey point to the middle of that range being more common in the sector.

The supporting diagram and table show the ranges of responses, including the outliers across the highest and lowest average earners. Average daily, weekly, monthly, and annual earnings have also been provided, based on a 40 hour week.

LOWEST TO HIGHEST EARNER COMPARISON



SALARY BREAKDOWN

	DAILY	WEEKLY	MONTHLY	ANNUAL
HIGHEST	£215	£1,077	£4,669	£56,037
LOWEST	£174	£870	£3,771	£45,261
AVERAGE	£194	£974	£4,220	£50,649



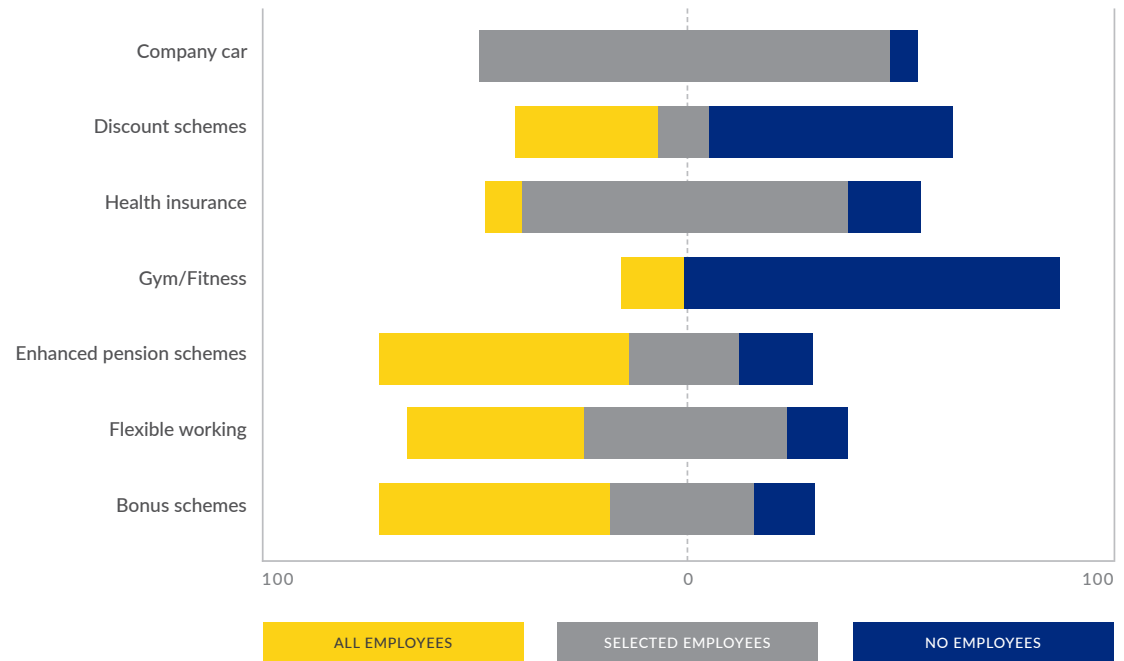
BENEFITS

67% of respondents said that they offered additional employment benefits.

The contributing companies were asked to define whether all, some, or no employees received additional benefits from a selection of possible options.

The most common additional benefits for all employees was an enhanced pension schemes, followed by a bonus scheme, and then flexible working.

Company cars and health insurance were the most common options for selected employees within the respondents' companies.



Did you know? NAS member employees benefit from high-street discounts via our Wider Wallet platform. Employees also benefit from low-cost gym membership and a 24/7 employee advisory helpline service at no additional cost to membership.



REGIONAL VARIABLES

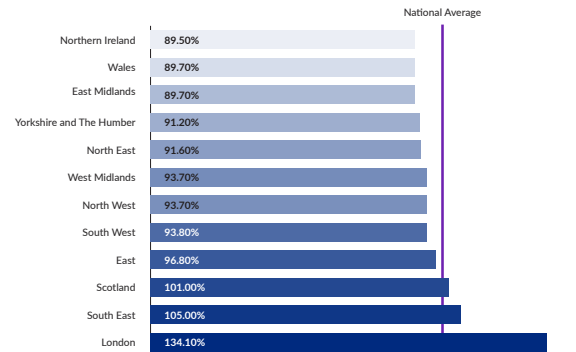
In 2020, the Office for National Statistics (ONS) released its latest analysis on regional economic and well-being trends*.

The analysis estimates productivity across the UK's regions, using the measure of output per hour. That measure is then used to estimate relative median hourly earnings, noting that higher productivity is usually associated with higher wages.

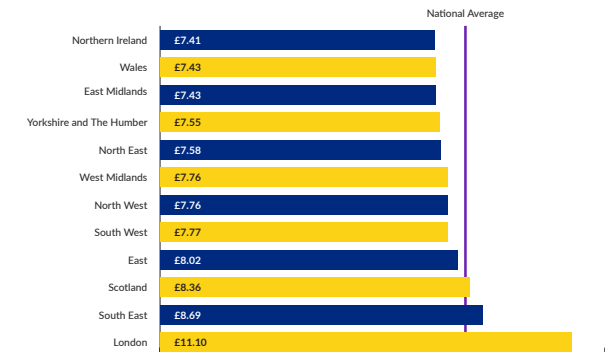
The ONS found that London and the South East outperform other UK regions and countries in terms of productivity, human capital and wages. However, it was also noted that – once housing costs are considered – London is only slightly above the UK average level for household income, while the South East has the highest household income. The ONS' findings are set out in the nearby diagram.

The data in this document was gathered from companies across the UK and the NAS used the lowest and highest earners in any given role to determine overall average earnings. It should be noted that the largest proportion of responses came from the South East, which – according to the ONS – has marginally higher median hourly earnings in comparison to other UK regions. This does mean that in certain circumstances, the NAS' findings could be less accurate and therefore less helpful when benchmarking earnings.

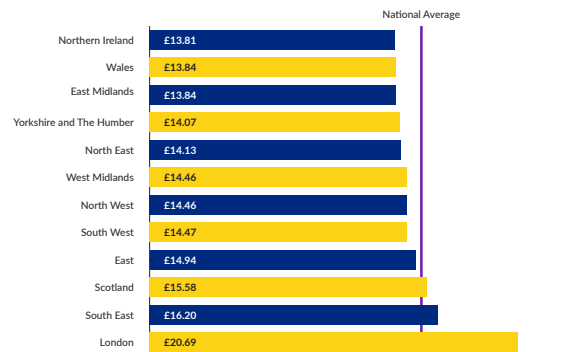
ONS



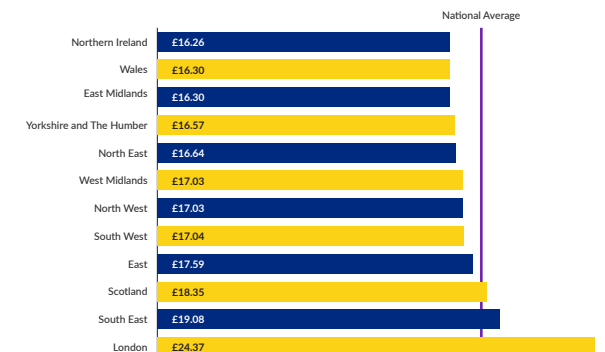
APPRENTICE



JOINER



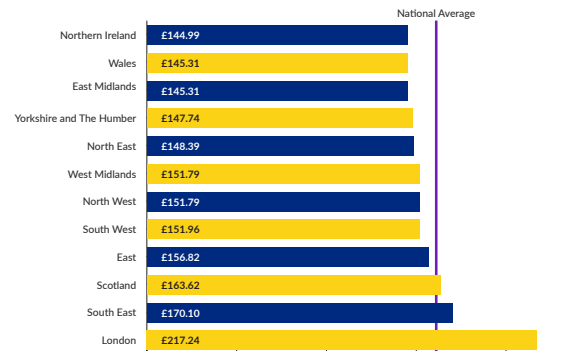
SITE FIXER



To address this, the NAS has mapped its findings against the ONS', to estimate what average hourly rates could look like across the UK's regions. Each role within this document has its own diagram, with Apprentice, Joiner, and Site Fixer being based on an average hourly rate, and all other roles being an average daily rate.

Source: *Analysing regional economic and well-being trends*
www.ons.gov.uk/economy/nationalaccounts/uksectoraccounts/compendium/economicreview/february2020/analysingregionaleconomicandwellbeingtrends

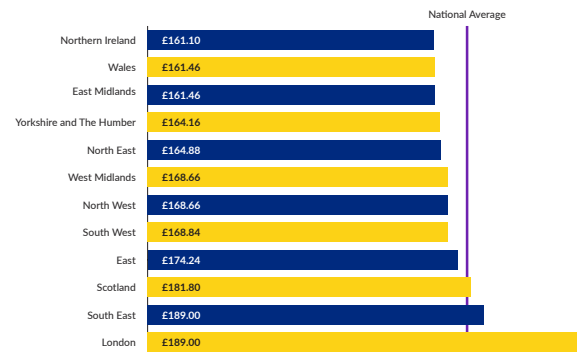
ESTIMATOR



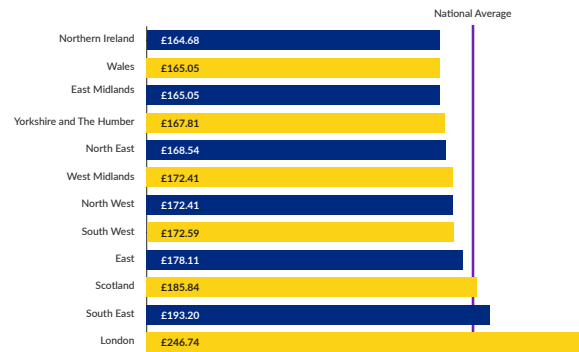
SETTER OUT



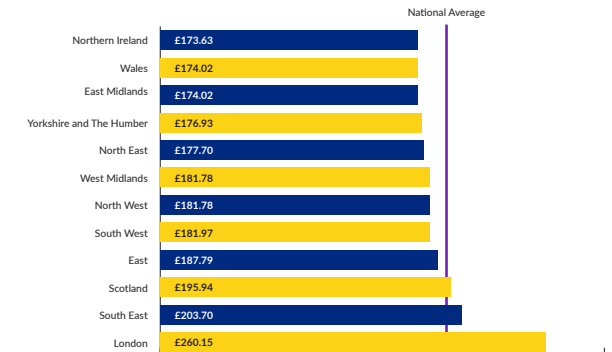
SITE MANAGER



PROJECTS MANAGER



CONTRACT MANAGER



As the **Preferred Recruitment Partner** of the NAS we're delighted to offer an exclusive package to NAS members designed to support their recruitment needs. This includes:

- » Psychometric testing
- » A rebate scheme
- » Discounted fees on first permanent placement
- » Bi-annual CV and job advert training sessions

Find out why 93% of our clients would recommend us.

With over 20 years of specialist construction recruitment expertise, we have a successful track record in placing candidates into temporary and permanent roles within the building, construction and fit-out industries, from our four locations nationwide. With an enviable turn-up to work rate of 97.8% it's hard to disagree!

The team at **Thorn Baker Construction** are excited to have signed this deal as the preferred recruitment partner for NAS and we're looking forward to bringing our extensive industry knowledge and recruitment expertise to support NAS members.

We have an active role in the fit-out industry, finding the right tradespeople, Labourers and Site Managers to help deliver high-quality fit-out work on time, every time.



**Rob Ford, Thorn Baker
Construction Director**

I'm proud of the teams' aptitude for placing good quality, reliable candidates into a range of roles for our clients up and down the country. We're very much looking forward to working in partnership with the NAS a highly respected organisation within the industry for the next three years.

So, when you're looking to work with recruiters that specialise in Fit-out we're proud to be the preferred recruitment partner of the NAS. Contact your specialist Fit-out team today to discuss how we can support your business needs.



**Andy Marr, Key
Account Manager**

Having been in recruitment since 1985 – I live and breathe construction recruitment. I'm proud to have worked with so many amazing candidates and clients over the years and supplying to a huge number of high profile projects across the UK.

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Thorn Baker are able to fulfil our requirements with a professional and pro-active approach to what can sometimes be very little lead time.

They provide a much-needed service allowing Simpson (York) Limited to complete our projects on time. I would recommend Thorn Baker as a supplier of agency labour.

Simpson (York) Limited





shopfitters.org