



Building Control 2025 Salary Survey & Guide

carringtonwest.com

Building Control

2024 Market Overview

2024 was a whirlwind for building control, defined by significant upheaval as the sector adjusted to the Building Safety Regulator (BSR) framework, which came into force in April. This new regulatory landscape brought about sweeping changes including surveyors being required to register as building control approvers, with stricter oversight imposed on high-risk buildings and the official introduction of duty holders.

As anticipated, the lead-up to 2024 saw hundreds of experienced building control professionals opt for early retirement, unwilling to navigate the competency assessments demanded by the BSR. Given that the average age of a Local Authority Building Control (LABC) surveyor is late 50s, retirement proved to be a more appealing option than the new regulatory challenges. Additionally, many younger surveyors shifted to different career paths with fewer regulatory hurdles. Several professionals also failed to meet the BSR's competency requirements, necessitating reassessment or their withdrawal from the sector altogether.

This mass departure left a critical void in the number of registered building inspectors, just as workload remained steady or even grew. The skills shortage in building control became the most severe in recent memory. From January to May 2024, the market saw a dearth of vacancies, as building control teams struggled to determine their standing amidst registration uncertainties. However, from June onwards, the landscape changed dramatically, with vacancies flooding the market at unprecedented levels. Demand far outstripped the supply of fully registered candidates, and many professionals were understandably hesitant to change roles in such a turbulent environment.

2024 also marked a reversal of a longstanding trends in the sector. An increasing number of professionals from approved inspectors returned to local authority positions, drawn by high interim hourly rates or better work-life balance in permanent roles. Enhanced salary packages in the public sector, bolstered by market factor supplements, also played a role in reversing the usual movement from public to private sector roles.

The acute skills shortage drove pay rates to historic highs. The intense competition for top talent, combined with a sense of urgency and even desperation, created a market distorted by inflated and often unrealistic rates. The situation was particularly dire at senior levels, with a significant shortage of Class 3 qualified surveyors and technical managers. As a result, project timelines suffered, and costs rose sharply.



Continued overleaf

Building Control

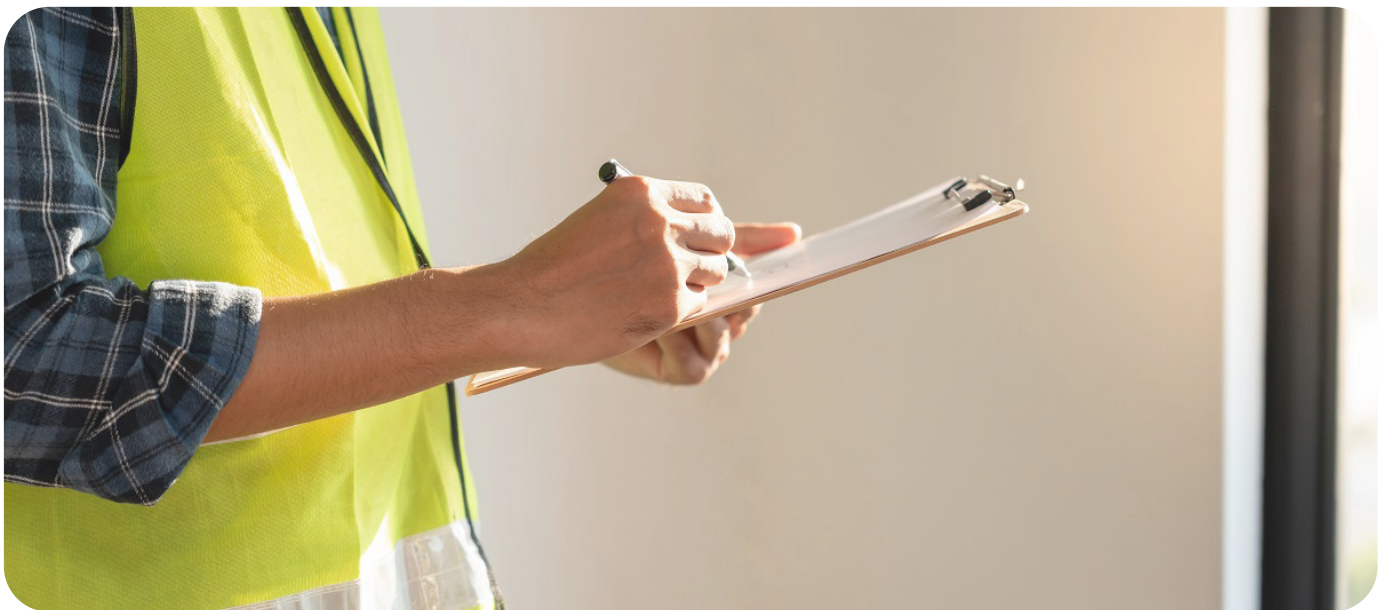
2025 Outlook

As we look back at 2024 and ahead into 2025, it is evident that the challenges for building control teams will persist. The UK building control market is expected to remain highly competitive, with demand for skilled professionals still outstripping supply. Infrastructure projects, green building initiatives, and the government's ambitious development targets will continue to drive this demand.

Training and development will remain a focal point, with organisations needing to invest heavily in upskilling their teams. The LABC graduate scheme had notable success in 2024, but further efforts will be necessary to advance Class 2A surveyors to 2F, and Class 2F surveyors to Class 3.

Compensation trends from 2024 are likely to spill over into 2025, with high salaries, inflated agency rates, and creative benefit packages continuing to define the market. Building control salaries in the public

sector have finally begun to align more closely with those in the private sector, an overdue adjustment given the competitive pressures. Employers will need to position their vacancies strategically, offering compelling packages to attract scarce talent. By the end of 2025, there is hope that permanent salary levels will remain robust, while interim rates may start to normalise as the market stabilises.



2025 Salary Ranges

Public Sector - Contract Rates

Job Title	Contract Rates (Per Hour)		
	Min. Rate	Max. Rate	Average*
Class 2 A-D	£50	£65	£57.50
Class 2 F	£55	£80	£67.50
Class 3 GH	£75	£100	£87.50
Class 4 Manager	£80	£120	£100

*Mean

Public Sector - Annual Salary

Job Title	Permanent Salary (Per Annum)		
	Min. Salary	Max. Salary	Average*
Trainee	£24,000	£35,000	£29,500
Officer	£35,000	£52,000	£43,500
Senior	£46,000	£68,000	£57,000
Principal	£55,000	£85,000	£70,000
Manager	£65,000	£105,000	£85,000

*Mean



The Carrington West 2025 Salary Survey details salary information and recruiting trends in the regions and business sectors we cover. Our information has been researched and collated with the help of our clients and candidates and from our working knowledge of the marketplace. Our consultants have extensive expertise in their practice area and the information reported is based on extensive interaction with hiring managers, HR professionals and in-house recruiters as well as data extracted from our own database and internal research resources. As with all reports that detail salary information and trends, we represent the mainstream view and we recognise there will be individual situations that fall outside the data published. This survey is therefore a guide to general movement in the sector. Please contact us for further information or for clarification on any of the compensation trends detailed in this report.

Carrington West Ltd

Building 1000
Lakeside North Harbour
Western Road
Portsmouth, PO6 3EN

t: 023 9387 6000

e: info@carringtonwest.com