



carrington west

# Property & Surveying 2025 Salary Survey & Guide

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# Property & Surveying

## 2024 Market Overview

In last year's survey, we predicted a surge in demand for staff within compliance and voids teams, driven by housing needs and evolving regulations. This prediction proved accurate, as 2024 saw a high volume of building safety, voids, and project-related roles emerging across the market. Interim rates have climbed significantly over the past 12 months, with average hourly rates increasing by £5 across housing disciplines and daily rates rising by £50 within the commercial property management sector.

Despite efforts by the public sector to cut costs by reducing the number of interims used, the market has remained buoyant. The challenge of attracting talent at existing public sector salary levels has continued, keeping demand steady. In the private sector, competition for talent remains fierce, with notable candidate shortages across all surveying specialisms. This has driven up salaries as employers strive to attract and retain skilled staff.

## 2025 Outlook

The outlook for 2025 is expected to be similar to that of 2024. The Chancellor's November 2024 budget was positive for the property sector, with announced investments in cladding replacement, new schools and up-grades, healthcare improvements, and housing provision.

These funds, directed toward the public sector, are likely to generate interim opportunities, as well as roles for consultancies tasked with managing these projects on behalf of public sector clients. We anticipate further market uplift as this investment begins to flow.

With the financial pressures facing local authorities, there will likely be an increased need for fee-earning or revenue-generating skill sets. This includes project staff focused on securing funding for essential works, as well as valuers and disposal surveyors involved in asset disposal programmes. High competition for permanent roles will persist, requiring consultancies to act quickly to secure talent, while local authorities will need to offer more competitive salaries.

From an interim perspective, we anticipate a 5% increase in umbrella/PAYE charge rates. This rise will account for the higher National Insurance Contributions, driven by the employer percentage increase and the decrease in allowances. Although the market may outwardly suggest a reduction in interim staff usage, the legal obligations to carry out essential works and the need for revenue generation are likely to sustain high interim demand for the foreseeable future.



# 2025 Salary Ranges

## Repairs/Maintenance/Compliance

Job Title	Permanent Salary (Per Annum)			Contract Rate (Per Hour)		
	Min. Salary	Max. Salary	Average*	Min. Rate	Max. Rate	Average*
Building Surveyor - Housing	£27,000	£50,000	£45,000	£30	£40	£35
Building Surveyor - Commercial	£27,000	£75,000	£55,000	£350 (per day)	£400 (per day)	£350 (per day)
Adaptations Surveyor	£35,000	£60,000	£45,000	£40	£45	£40
Repairs Surveyor	£30,000	£38,000	£35,000	£35	£40	£35
Voids Surveyor	£31,000	£42,000	£37,000	£40	£45	£40
Disrepair Surveyor	£33,000	£50,000	£45,000	£40	£450 (per day)	£50
Fire Risk Assessor	£35,000	£55,000	£42,500	£300 (per day)	£450 (per day)	£350 (per day)
EPC Assessor	£30,000	£45,000	£36,500	£30	£35	£30
Stock Condition Surveyor	£28,000	£38,000	£33,000	£210 (per day)	£350 (per day)	£280
Asbestos Surveyor	£29,000	£40,000	£33,500	£35	£40	£35
Legionella Surveyor	£27,000	£35,000	£32,500	£35	£40	£35
CAD Technician	£25,000	£37,000	£35,000	£30	£35	£32

\*Mode

Continued overleaf

# 2025 Salary Ranges

## Estates/Property

Job Title	Permanent Salary (Per Annum)			Contract Rate (Per Day)		
	Min. Salary	Max. Salary	Average*	Min. Rate	Max. Rate	Average*
Estates Surveyor	£30,000	£65,000	£55,000	£400	£500	£400
Strategic Asset Management	£35,000	£70,000	£60,000	£450	£600	£450
Development	£35,000	£80,000	£60,000	£450	£800	£550
Valuation	£30,000	£65,000	£58,000	£500	£550	£500

\*Mode

## Project Management

Job Title	Permanent Salary (Per Annum)			Contract Rate (Per Day)		
	Min. Salary	Max. Salary	Average*	Min. Rate	Max. Rate	Average*
Major Projects	£27,000	£58,000	£48,000	£400	£600	£500
Planned/Preventative Maintenance	£27,000	£55,000	£52,000	£350	£450	£400
Development	£35,000	£70,000	£65,000	£500	£600	£550

\*Mode

## Building Consultancy

Job Title	Permanent Salary (Per Annum)		
	Min. Salary	Max. Salary	Average*
Graduate Building Surveyor	£27,000	£30,000	£27,000
Assistant Building Surveyor	£30,000	£40,000	£35,000
Building Surveyor	£35,000	£45,000	£40,000
Senior Building Surveyor (Chartered)	£50,000	£62,000	£55,000
Associate Building Surveyor (Chartered)	£65,000	£75,000	£70,000

\*Mode



*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.*

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