

# Remuneration & Benefits Report 2017



**Remuneration&Benefits**  
**Report** 2017

## FOREWORD

I am delighted to present the second annual Society of Chartered Surveyors Ireland (SCSI) Remuneration and Benefits report, which identifies salary expectations across 11 surveying disciplines in all regions across Ireland.

A career in surveying is hugely rewarding, not only for its financial rewards but also in terms of the diverse nature of work available. I am delighted to see that 85% of surveyors would recommend their profession to school-leavers and that 89% of surveyors are satisfied in their job.

This year's survey had the highest member participation rate to date. The total number of responses was 1087 which represents an increase of 16% compared with the 2016 report.

In terms of the key findings of the report, national median salaries increased by 7% in 12 months which confirms that recovery is well underway. However, when we look at this in the context of Dublin salaries versus those salaries in regional Ireland, there was a median difference of 31% in 2016 and I'm glad to see some balancing of this figure in 2017 with median salaries now reduced to 23% behind those being achieved in Dublin. On a national basis, more surveyors are seeing an annual increase in their pay.

In terms of future expectations, surveyors are optimistic in relation to their pay and benefits. Only 4% of surveyors indicated that they feel market conditions in the next 12 months will negatively affect their pay with the remainder being even split between those unsure and those indicating a positive change in their remuneration. Whilst the findings of this report are broadly consistent with last year and surveyors remain very positive in terms of growth in the property, land and the construction sector, we must remind ourselves that significant challenges remain on the horizon which ultimately could change direction on the performance, confidence and employment numbers in our economy. Both geopolitical and global economic uncertainty are key drivers of our performance and we must position ourselves so that we avoid the mistakes of the past and work toward a sustainable future.

I hope you will find the contents of this report useful and informative in equal measure.

Yours sincerely,  
**Colin Bray** FSCSI FRICS  
*President*



In terms of the key findings of the report, national median salaries increased by 7% in 12 months which confirms that recovery is well underway.

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## INTRODUCTION

The SCSi Remuneration and Benefits Report is seen by members and industry as an extremely useful and authoritative report on the performance of surveying in Ireland. This is the second edition of the Remuneration and Benefits report which this year provides additional analysis and charts on pay levels in Dublin, the regions and the different disciplines of surveying. Apart from the key statistics that this report provides, such as salaries, bonuses, benefits & annual leave, the results give an insight into important indicators such as changes in salaries, job satisfaction levels, gender pay percentage and career progression.

The survey was conducted between the 8<sup>th</sup> and 22<sup>nd</sup> June 2017 and received 1087 responses. Some percentages may not add up to 100 due to rounding. It must be also be noted that median calculations were used for the 2017 dataset which differs from the methodology used in last year's report that were calculated using averages. For the purposes of comparing trends between 2016 and 2017 data, last year's figures were recalculated using median.

The success of this report is down to the generous participation of our Chartered Surveyor members and we thank all those that have taken their time to complete our survey.

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For more information or analysis, please contact  
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call **01 6445500**.

# KEY FINDINGS



**€70,000**  
was the national median salary in 2017

**7%**  
was the median increase in salaries over the past 12 months.

**54%**  
of respondents received a salary increase since last year

Salary is the most important career priority followed by job security



**85%**  
would recommend their profession to school-leavers



**65%**  
are confident that they will receive a pay increase next year



**81%**  
ARE NOT LIKELY TO CHANGE EMPLOYER IN NEXT 12 MONTHS

**OUTSIDE OF DUBLIN**  
Median salaries outside of Dublin equate to €58,000, 23% less than those surveyors employed in Dublin

**89% ARE SATISFIED IN THEIR JOB**


**54% OF SURVEYORS SAY THAT THEIR COMPANY ARE LIKELY TO INCREASE THEIR HEADCOUNT IN THE NEXT 12 MONTHS**

**€66,500**  
is the annual median salary of property professionals

**€60,000** IS THE ANNUAL MEDIAN SALARY OF LAND PROFESSIONALS

**MALE SURVEYORS EARN 5% MORE THAN FEMALE**

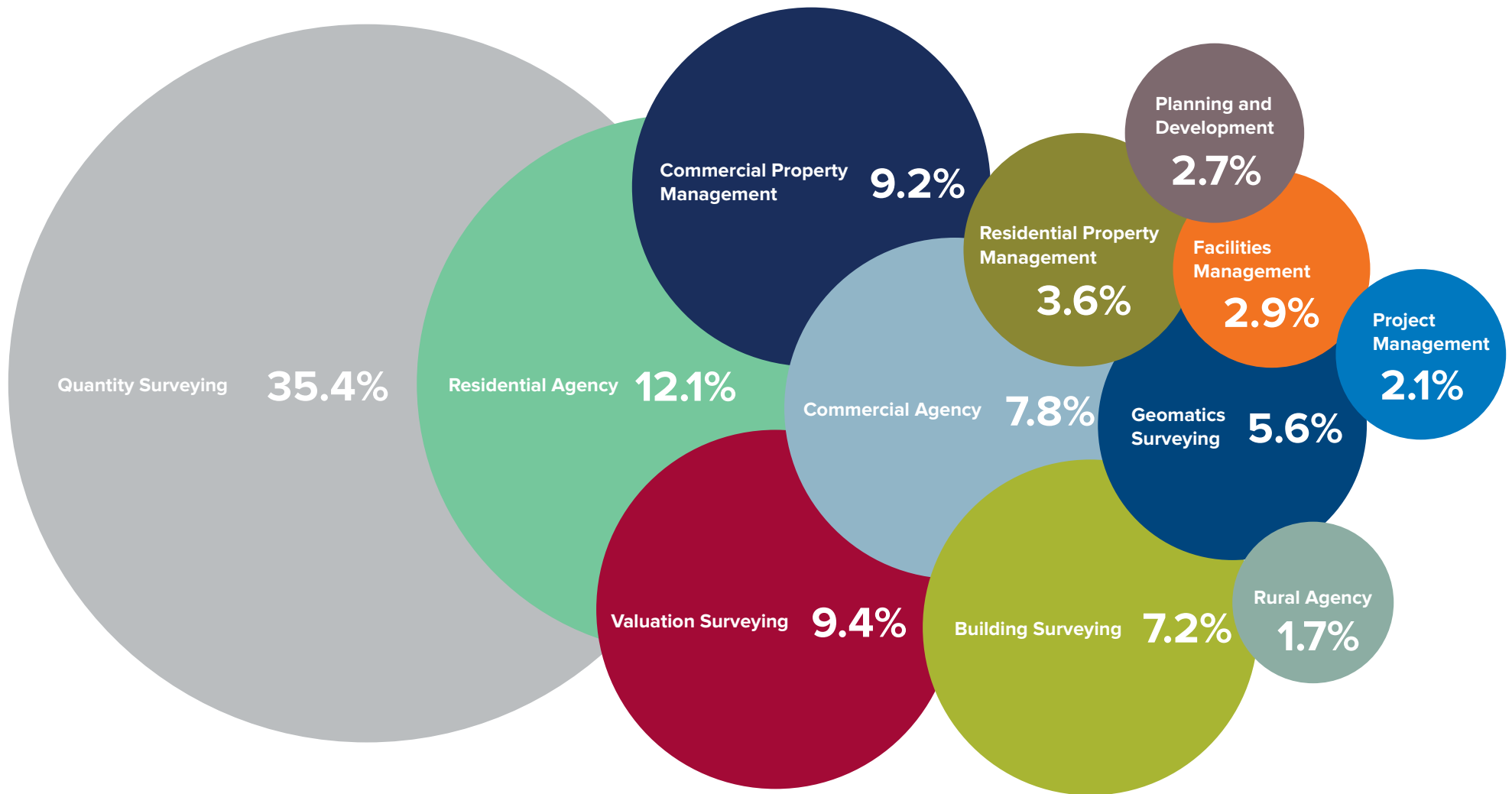
**€71,500** is the annual median salary of construction professionals



# OUR SURVEY RESPONSE PROFILE

## RESPONSE RATE

This is the second year of the SCSI/RICS Remuneration and Benefits report. This year's survey was conducted in mid-June 2017 and received 1087 responses, an increase of 16% on last year.



# SURVEYORS EMPLOYMENT

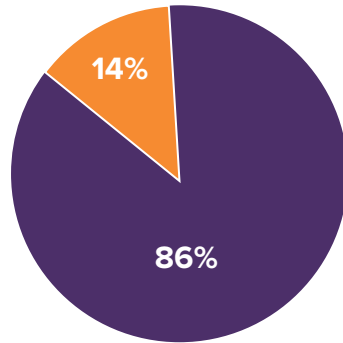
We asked surveyors to indicate the size of the firm in which they work. 51% of surveyors work in a firm of less than 49 employees. 57% were employed in Dublin, with 33% based outside of Dublin and 10% employed internationally.

Of those surveyed, the vast majority (86%) are employed in the private sector.

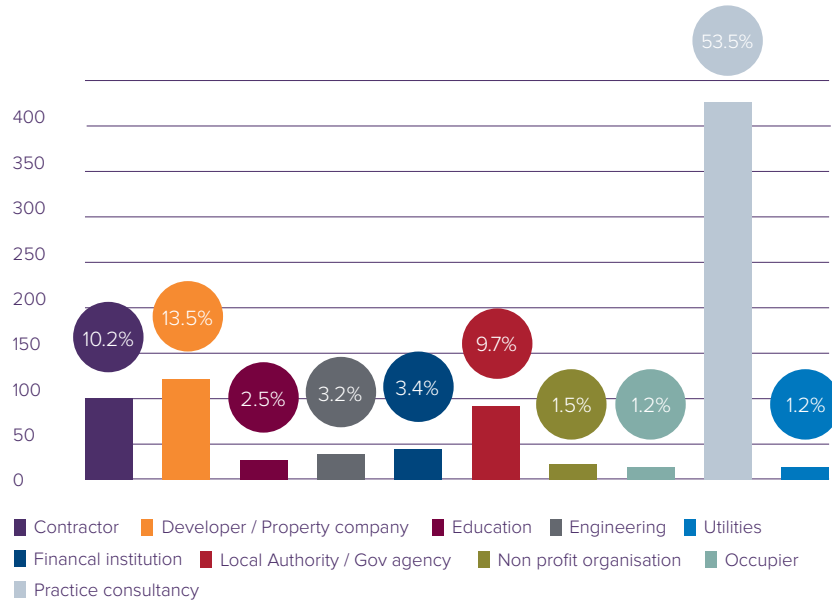
The majority of respondents (54%) are in private practice consultancy firms.

**Employers of surveyors**

■ Private ■ Public

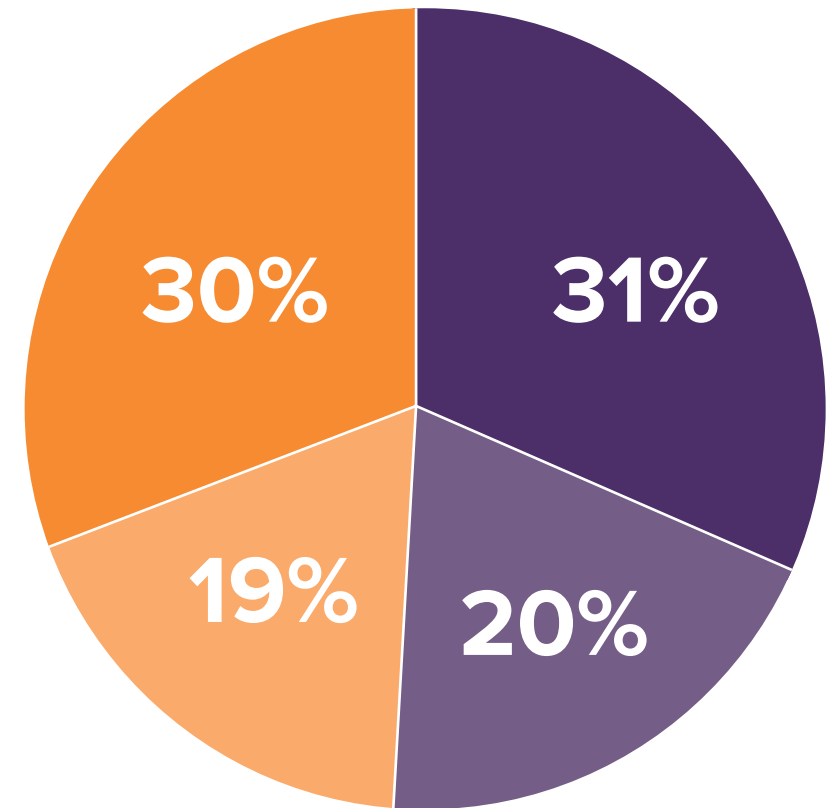


**Employment Category**



**Firm Size**

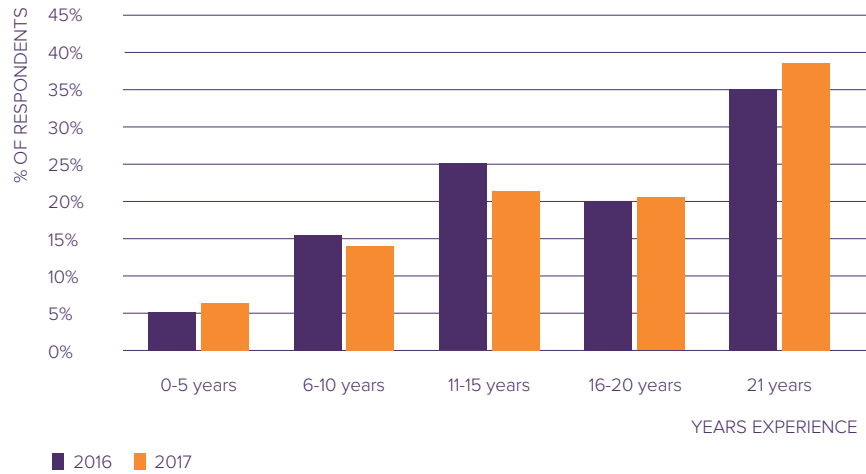
■ Micro (less than 10) ■ Small (10 to 49) ■ Medium (50 to 249) ■ Large (250+)





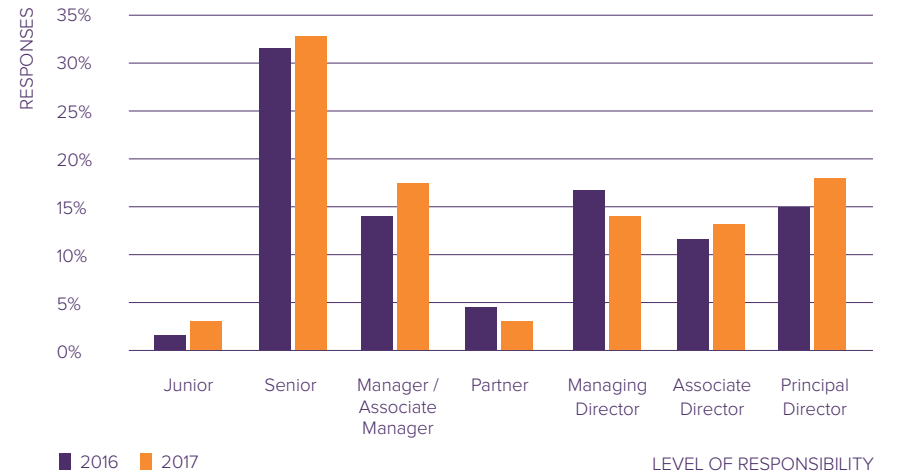
## YEARS' EXPERIENCE

Last year's survey response demographics are broadly similar with this year. There were increases in all categories except the 6 to 15 years' experience bracket with overall y-o-y decline of 5%.



## LEVEL OF RESPONSIBILITY

This year's results show that the largest increase in 'level of responsibility' categories are principal director and manager/associate manager, both increasing by 3%.

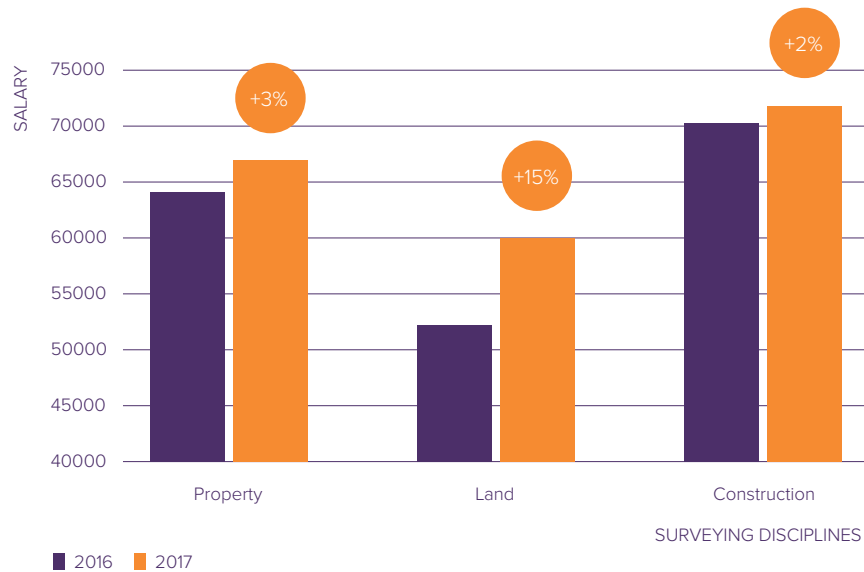


# SURVEYORS SALARIES IN DETAIL

## MEDIAN SALARIES

This year's results show that the highest median annual salaries are recorded yet again in the construction surveying professions such as Quantity Surveying, Building Surveying and Project Management Surveying.

National median salaries



## MEDIAN SALARY BY REGION

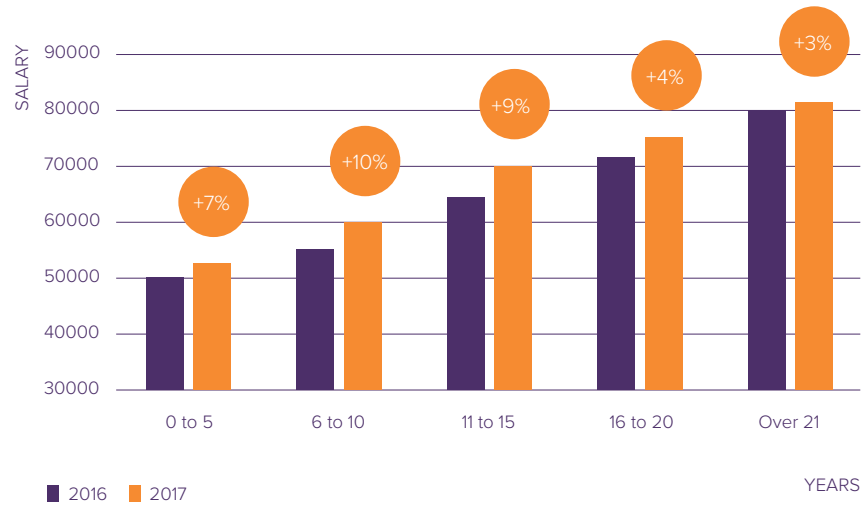
Median salaries in the regions are 23% lower than those being achieved by surveyors employed in Dublin. The Munster, Rest of Leinster and Connaught/ Ulster region median salaries are 16%, 20% & 32% respectively, lower than median surveying salaries in Dublin. All regions experienced an uplift in salaries in the past 12 months with the most significant median increase in the Rest of Leinster region (+9%) followed by Munster (+4%).

National median salaries



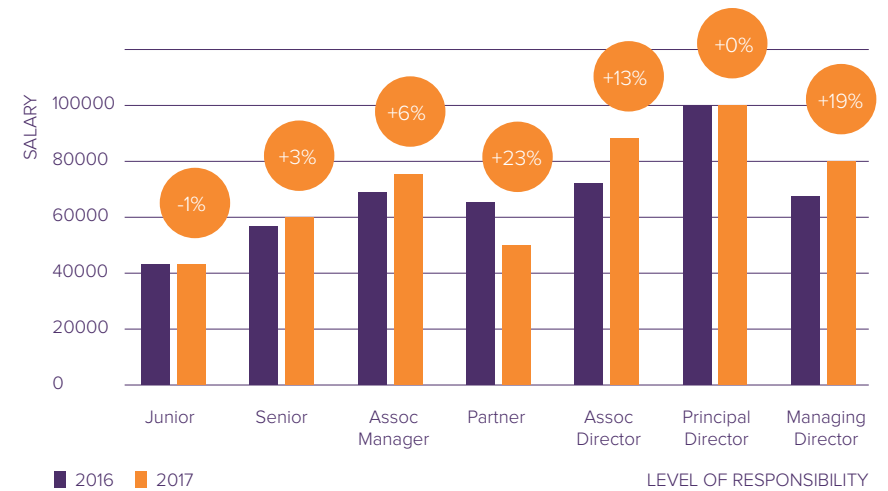
## SALARY – YEARS’ EXPERIENCE

Median salaries for 2017 have increased in all years of experience categories across all surveying disciplines in all regions. The average increase in salaries across all categories is 7%. The largest percentage increase is the 0 to 5 and 6 to 10 years’ experience categories.



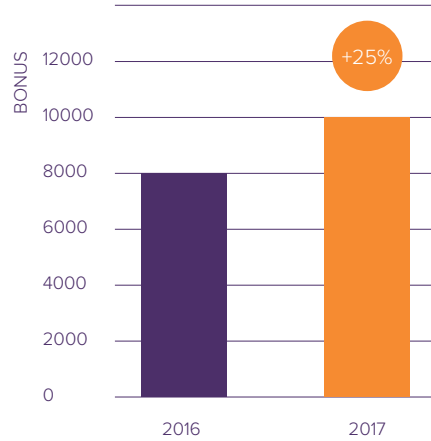
## SALARIES BY LEVEL OF RESPONSIBILITY

Median salaries have increased in all categories of responsibility except for junior surveyors and more notably those in the ‘partner category’. The most significant percentage increase in salaries was in the ‘Managing Director’ category with 19%. The median increase across all categories is 3%.



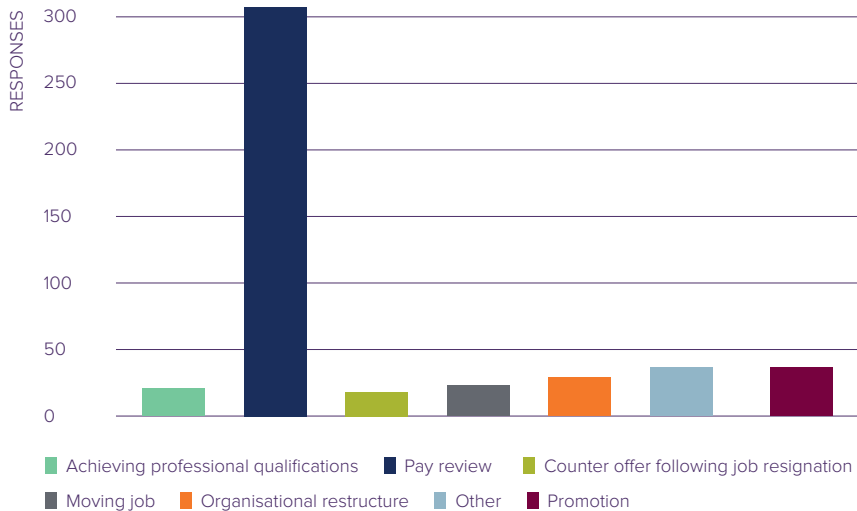
## BONUSES

The percentage of surveyors receiving bonuses remained broadly unchanged in 2016 (61%) compared to 2017 (59%). Bonus amounts across all surveying disciplines have increased by a median of 25% in 12 months.



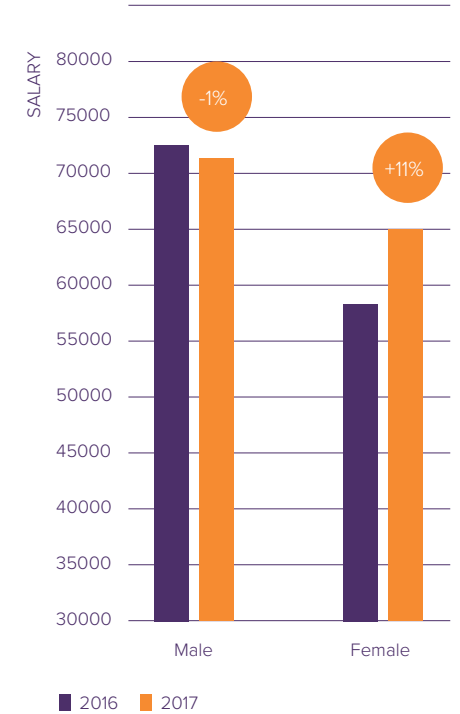
## REASONS FOR SALARY INCREASE

Of those 54% of surveyors that received a pay increase in the past 12 months, the median increase was 7%.



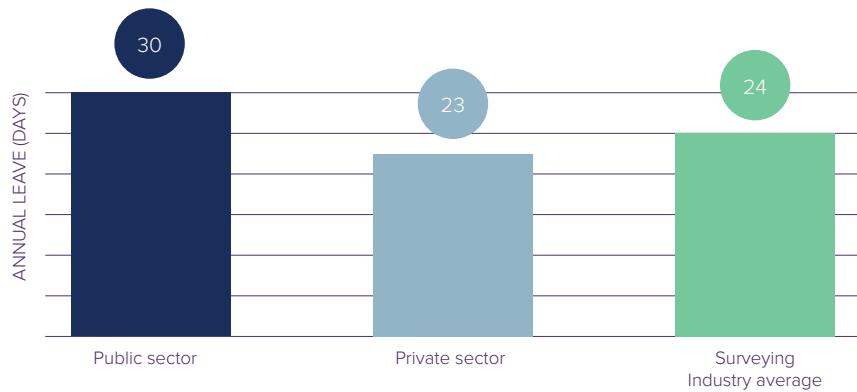
## GENDER & SALARIES

Median salaries for female surveyors increased by 11% in 12 months, with male salaries remaining largely unchanged. The pay gap between male and female now stands at 5%. When the 2017 data is compared with 2016 results, the number of respondents that indicated they received a pay increase (54%) and the median increase (7%) is consistent with 2016 figures.



## ANNUAL LEAVE

Surveyors working in the public sector receive on average, 7 more days' annual leave compared to those working in the private sector. 76% of those surveyors in the public sector managed to use all of their annual leave entitlement compared to 67% in the private sector. The average annual leave entitlement of surveyors now stands at 24 days per year excluding public holidays. 3 out of every 10 surveyors working in both the private and public sectors did not get to use their full annual leave entitlement in the past 12 months.



## ANNUAL HOLIDAY USE

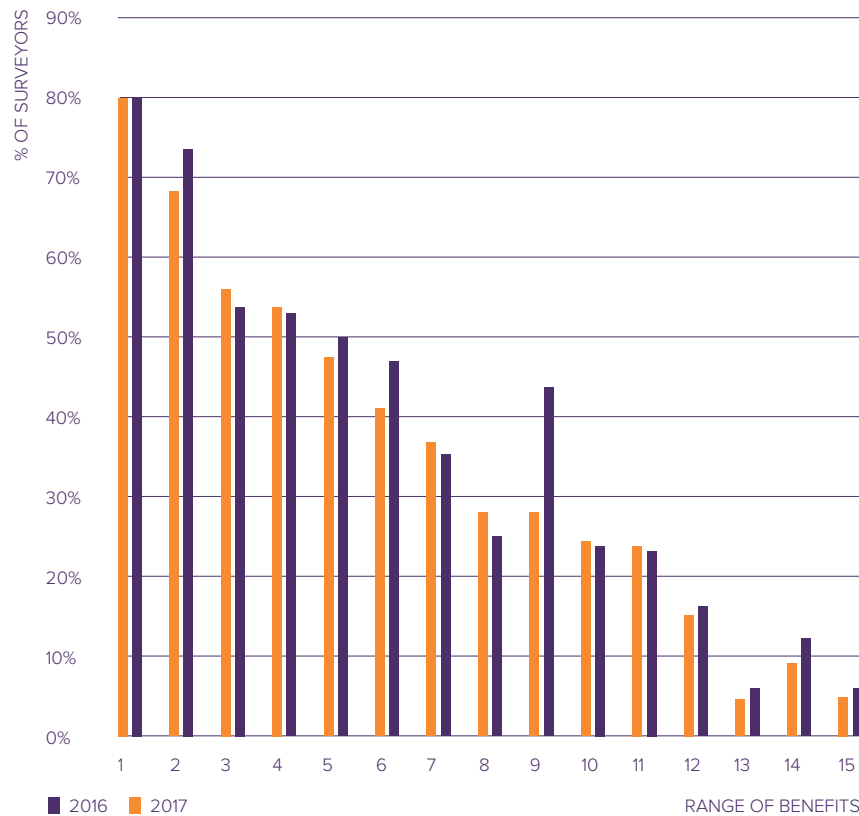
- Use full entitlement
- Don't use full entitlement



3 out of every 10 surveyors working in both the private and public sectors did not get to use their full annual leave entitlement in the past 12 months.

## EMPLOYEE BENEFITS

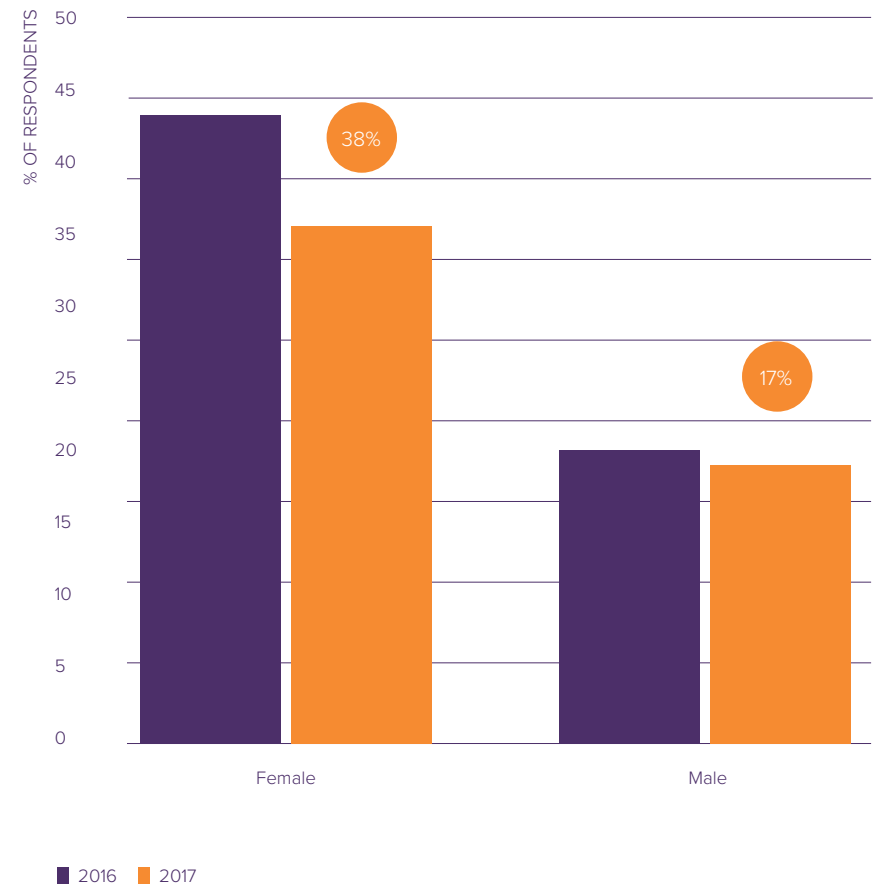
Mobile phones (80%), membership subscriptions contributions (75%) and laptops (55%) remain the top three employee benefits in 2016 & 17. The results of the survey has shown a marked increase (16 percentage points) of those receiving a bonus / profit share scheme.



1. Mobile phone | 2. Professional association membership | 3. Laptop | 4. Pension | 5. Car parking space | 6. Certified sick pay | 7. Bike to work scheme/Tax saver ticket scheme | 8. Work from home option | 9. Bonus/Profit share scheme | 10. Flexi time | 11. Healthcare contribution | 12. Company car | 13. Career break facility | 14. Subsidised canteen | 15. Gym membership

## MATERNITY / PATERNITY LEAVE

Female surveyors (38%) indicated that they receive maternity pay contributions from their employer which is a 16% decline on last year's results. Male surveyors (17%) receive a financial contribution towards their paternity leave, which is unchanged in 12 months.





## OVERVIEW OF THE SCSI

Dating back to 1895, the Society of Chartered Surveyors Ireland is the independent professional body for Chartered Surveyors working and practicing in Ireland.

Working in partnership with RICS, the pre-eminent Chartered professional body for the construction, land and property sectors around the world, the Society and RICS act in the public interest: setting and maintaining the highest standards of competence and integrity among the profession; and providing impartial, authoritative advice on key issues for business, society and governments worldwide.

Advancing standards in construction, land and property, the Chartered Surveyor professional qualification is the world's leading qualification when it comes to professional standards. In a world where more and more people, governments, banks and commercial organisations demand greater certainty of professional standards and ethics, attaining the Chartered Surveyor qualification is the recognised mark of property professionalism.

Members of the profession are typically employed in the construction, land and property markets through private practice, in central and local government, in state agencies, in academic institutions, in business organisations and in non-governmental organisations.

Members' services are diverse and can include offering strategic advice on the economics, valuation, law, technology, finance and management in all aspects of the construction, land and property industry.

All aspects of the profession, from education through to qualification and the continuing maintenance of the highest professional standards are regulated and overseen through the partnership of the Society of Chartered Surveyors Ireland and RICS, in the public interest. This valuable partnership with RICS enables access to a worldwide network of research, experience and advice.

A large circular graphic on the right side of the page features a silhouette of several construction workers on a site at sunset. The workers are positioned in the foreground, with their dark forms contrasting against the bright, orange glow of the setting sun. The background shows a hazy sky and the faint outlines of a construction site. The overall mood is professional and industrious.

Dating back to 1895, the Society of Chartered Surveyors Ireland is the independent professional body for Chartered Surveyors working and practicing in Ireland.



# APPENDIX: REMUNERATION & BENEFITS BY PROFESSION



## LAND

### Geomatics Surveying

Years of experience	Basic	Bonus	Total	Number of responses
0 to 5	n/a	n/a	n/a	less than 10
6 to 10	45000	500	45500	less than 10
11 to 15	45000	500	45500	less than 10
16 to 20	57000	0	57000	12
21+	55000	0	55000	23

### Rural Agency Surveying

Years of experience	Basic	Bonus	Total	Number of responses
0 to 5	n/a	n/a	n/a	n/a
6 to 10	n/a	n/a	n/a	n/a
11 to 15	n/a	n/a	n/a	n/a
16 to 20	n/a	n/a	n/a	n/a
21+	55000	0	55000	less than 10

### Planning and Development Surveying

Years of experience	Basic	Bonus	Total	Number of responses
0 to 5	n/a	n/a	n/a	n/a
6 to 10	100000	17000	117000	less than 10
11 to 15	85000	10000	95000	less than 10
16 to 20	135000	10000	145000	less than 10
21+	111500	0	111500	less than 10

## CONSTRUCTION

### Building Surveying

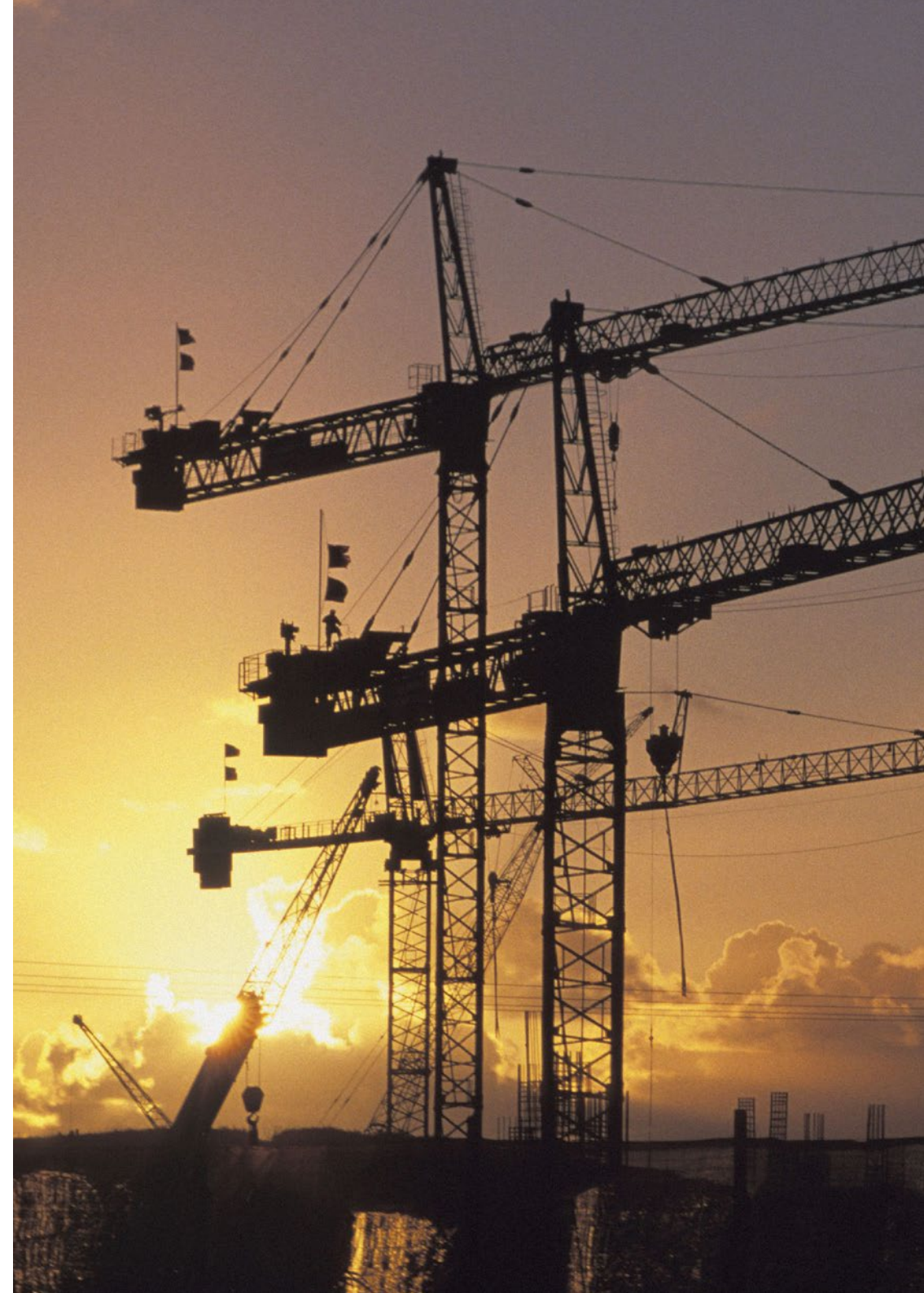
Years of experience	Basic	Bonus	Total	Number of responses
0 to 5	47000	500	47500	less than 10
6 to 10	60000	0	60000	less than 10
11 to 15	72000	5000	77000	17
16 to 20	72000	5000	77000	17
21+	75000	10000	85000	13

### Quantity Surveying

Years of experience	Basic	Bonus	Total	Number of responses
0 to 5	49000	1000	50000	20
6 to 10	57500	2000	59500	30
11 to 15	73000	3000	76000	45
16 to 20	65000	500	65500	17
21+	80500	2875	83375	26

### Project Management

Years of experience	Basic	Bonus	Total	Number of responses
0 to 5	n/a	n/a	n/a	n/a
6 to 10	81000	3850	84850	less than 10
11 to 15	55000	12500	67500	less than 10
16 to 20	72500	4000	76500	less than 10
21+	85000	40000	125000	less than 10



## PROPERTY

### Commercial Prop Management

Years of experience	Basic	Bonus	Total	Number of responses
0 to 5	55000	4000	59000	less than 10
6 to 10	61500	8000	69500	10
11 to 15	61500	3650	65150	16
16 to 20	67500	5600	73100	14
21+	97000	750	97750	13

### Residential Agency

Years of experience	Basic	Bonus	Total	Number of responses
0 to 5	41000	875	41875	less than 10
6 to 10	48500	7500	56000	less than 10
11 to 15	45000	5000	50000	17
16 to 20	40000	3500	43500	13
21+	52500	4000	56500	40

### Facilities Management

Years of experience	Basic	Bonus	Total	Number of responses
0 to 5	51000	0	51000	less than 10
6 to 10	54500	2500	57000	less than 10
11 to 15	63750	1500	65250	less than 10
16 to 20	87500	10000	97500	10
21+	102500	10000	112500	less than 10

### Residential Property Management

Years of experience	Basic	Bonus	Total	Number of responses
0 to 5	n/a	n/a	n/a	n/a
6 to 10	50000	500	50500	less than 10
11 to 15	43000	1860	44860	less than 10
16 to 20	98250	8750	107000	less than 10
21+	95000	7000	102000	less than 10

### Valuation Surveying

Years of experience	Basic	Bonus	Total	Number of responses
0 to 5	49000	1000	50000	20
6 to 10	55000	3300	58300	30
11 to 15	68000	2000	70000	63
16 to 20	72000	5000	77000	59
21+	80000	4000	84000	36

### Commercial Agency

Years of experience	Basic	Bonus	Total	Number of responses
0 to 5	47000	10000	57000	less than 10
6 to 10	56800	14000	70800	18
11 to 15	70000	15000	85000	less than 10
16 to 20	95000	10000	105000	less than 10
21+	100000	17500	117500	23





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SOCIETY OF  
**CHARTERED  
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**RICS**

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