



SOCIETY OF
**CHARTERED
SURVEYORS**
IRELAND

2016

SCSI Salary and Benefits Report



RICS[®]

Foreword

Ireland has witnessed recent strong positive growth in the economy across property, land and construction, however much of this growth remains confined mainly to the Dublin region and other large urban centres in Ireland such as Cork and Galway. According to the ESRI, the Consumer Confidence index results are broadly positive although some recent shocks to the markets such as the Brexit referendum and other EU / global factors are playing heavily on domestic demand and general activity levels.

Following years of high unemployment and stagnation in the industry, 54% of chartered surveyors received a pay rise in the past 12 months and 65% of chartered surveyors are also confident that they will achieve a pay rise in 2016. This trend highlights the positive mood within the industry as activity levels increase, although it can be argued that the lack of suitable graduates entering the construction and property sectors is also a significant reason for the rise in pay levels as firms struggle to recruit additional personnel to cater for increased activity levels. The timeline for students undertaking relevant degree programmes and APC pathways to charter means that there is no quick fix to the skills shortage in the short to medium term, young professionals in the sector will hold significant bargaining power when negotiating salaries.

The recruitment of surveying graduates is likely to be an ongoing challenge for some time particularly for Property & Estate Agency firms as the industry adjusts to the new PSRA licencing application requirements. Property surveyors are among the most positive in relation to an increase in salary in the next 12 months as job opportunities in the market outstrip the supply of graduates.

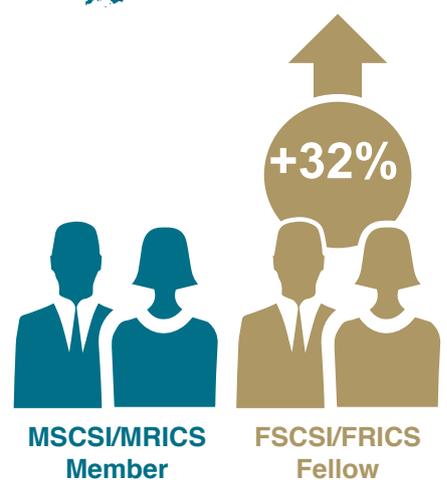
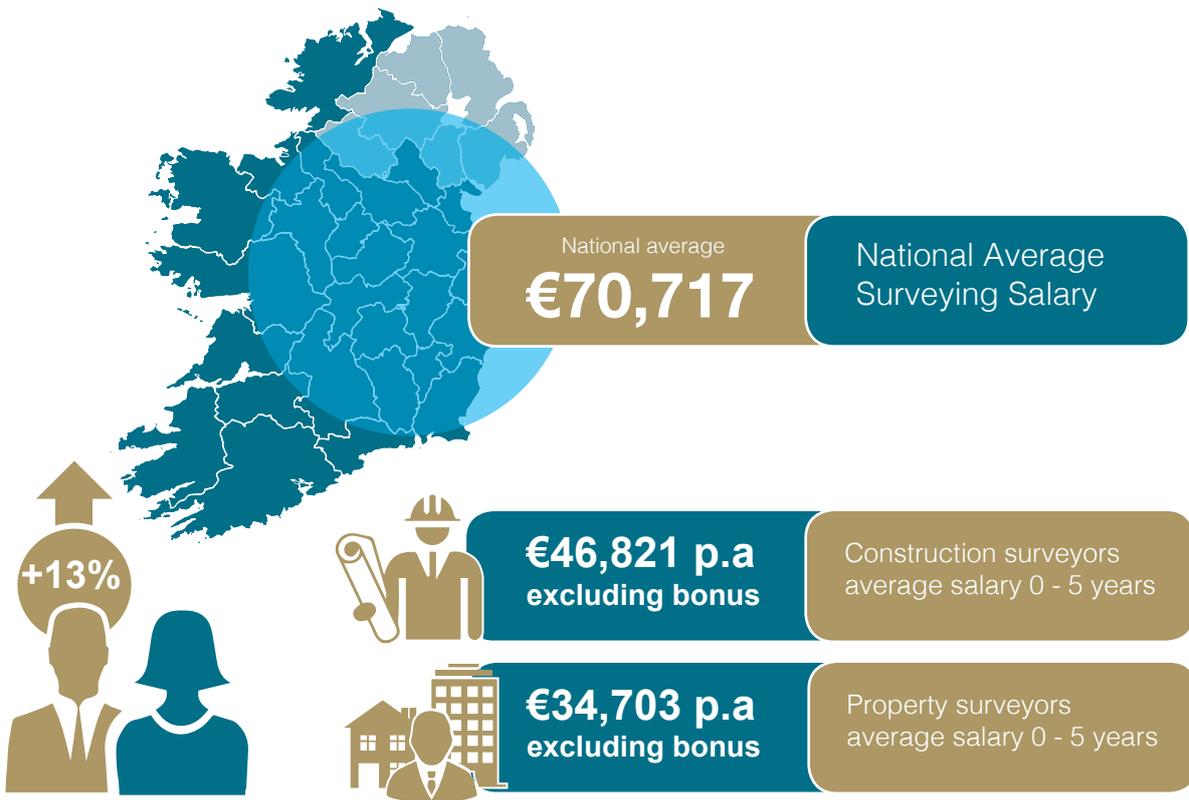
The outlook remains positive for those working within the Property and Construction industry. The ESRI and other authoritative commentators voices are predicting economic growth in excess of 4% in 2016. Exchequer returns are reported to be ahead of expectations as increased reinvestment in State infrastructure is now more likely to arise coupled with higher private investor sentiment which is forecasted to increase over the medium term. However, the ongoing housing supply issue may curtail employment growth opportunities, particularly in urban areas.

Introduction

This is the first salary survey of Chartered Surveyors across all disciplines and the objective of the report is to shed light on the rewards and benefits that are available to those considering a career in surveying. As the most comprehensive remuneration survey for professionals working within property and construction, this report sets out the key findings, including current salaries at different career stages, bonuses and employment package benefits, providing an insight into what factors are important to professionals in their role and their attitudes toward employment.

SCSI would like to thank all our members who have taken time to complete the online survey.

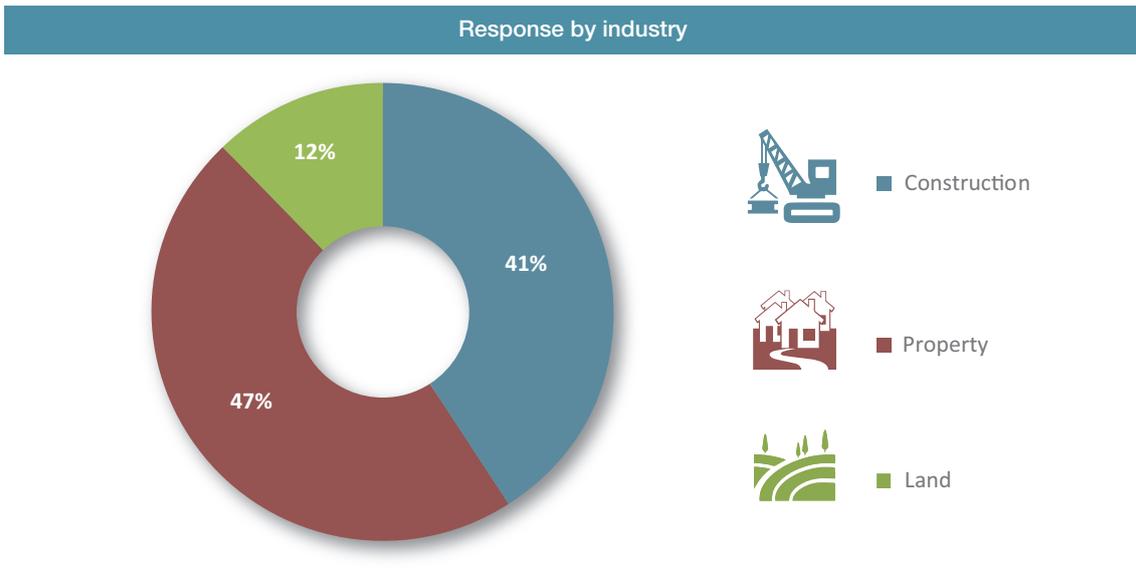
Further information
Email: surveys@scsi.ie
Phone: 01 6445500



FSCSI/FRICS earns on average almost 32% more than MSCSI/MRICS

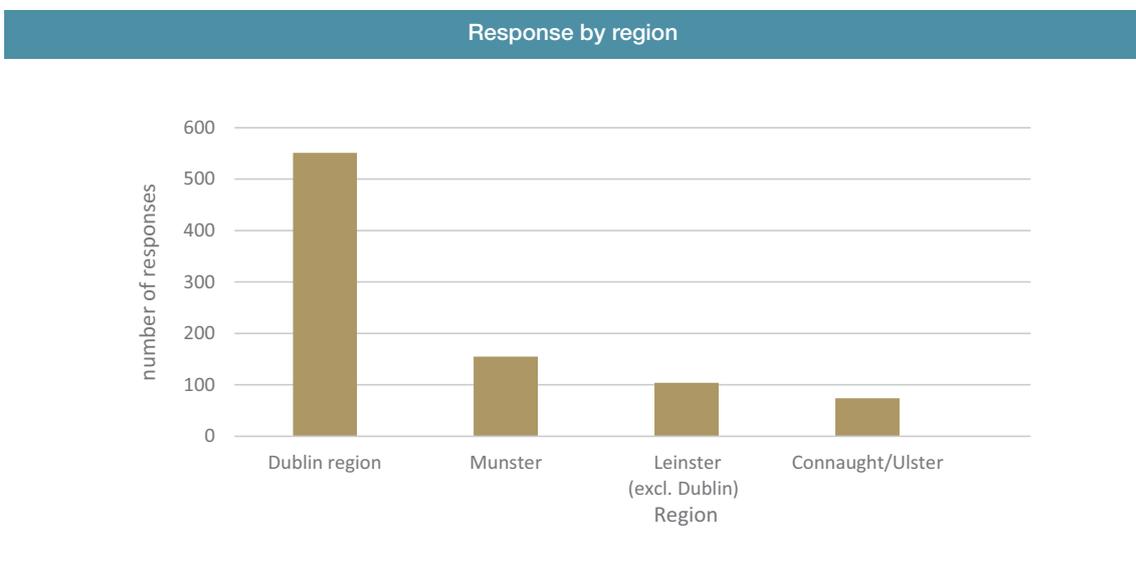
Sectoral Response

907 chartered surveyors completed the online survey representing over 25% of the membership active within the industry.



Response by Region

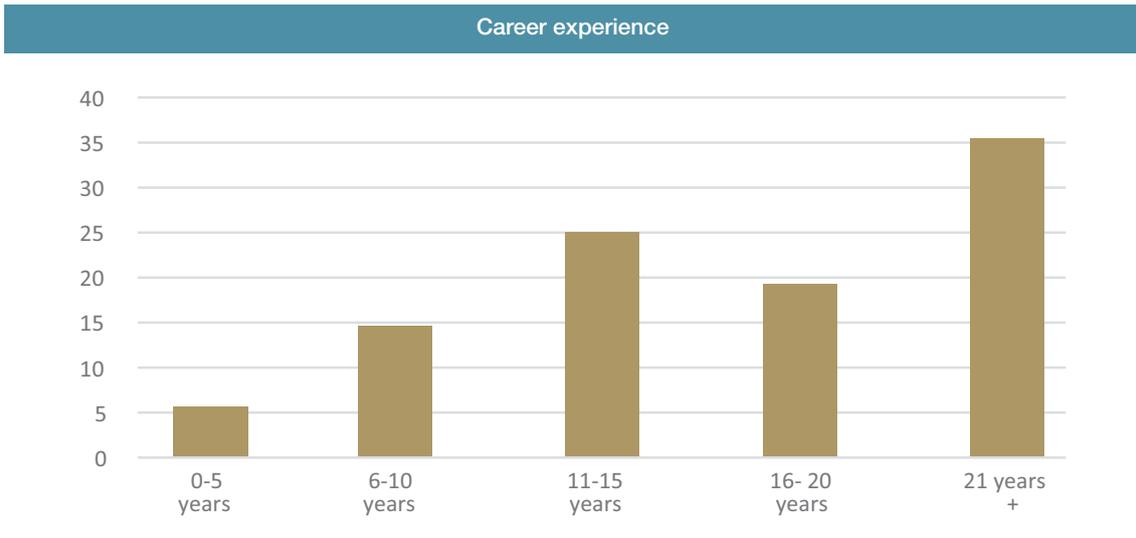
Dublin received 563 responses with Munster, Rest of Leinster and Ulster/Connaught receiving 160, 109 and 75 respectively.



Career Experience

Q Please select the number of years' experience you have working in your current area of practice.

54% of respondents have 16 or more years' experience in the industry with 35% of these with more than 21 years' experience.



Level of Responsibility

Q Which of the following job titles best describes your current position/job title?

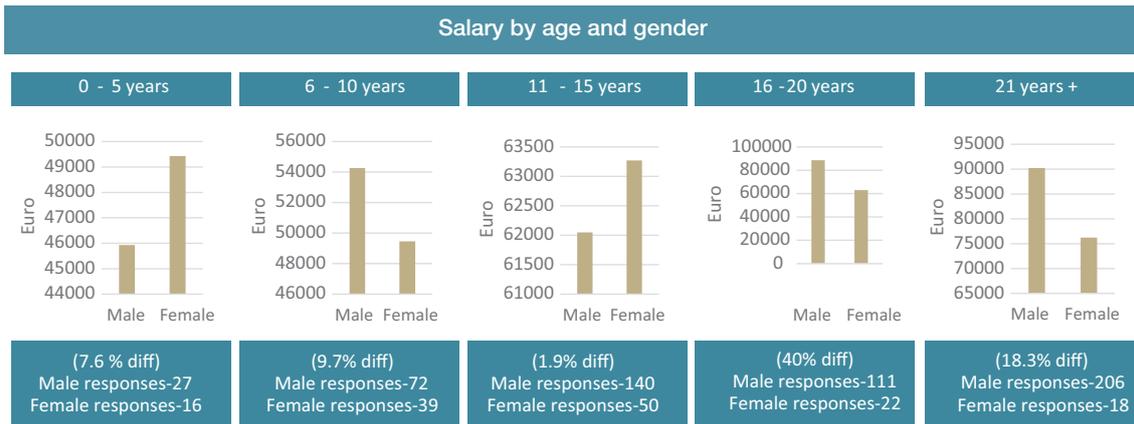
49% of respondents are either senior within their employment or principal director.



Salary by Age and Gender

Q What is your current annual base salary?

Male surveyors earn 13% more, on average, than their female counterparts (€8,205 versus €60,288). The largest % difference in salary was evident in the 16-20 years' experience bucket, however caution should be exercised according to the survey results female surveyors earned slightly more than males in the 0-5 and 11-15 years' experience buckets.



Note – The responses rate for the charts relating to 16 - 20 years and 21 years + was proportionally low from female surveyors versus males, meaning caution should be exercised when drawing conclusions from the findings relating to these charts.

Average Salary by Membership Grade

Q Please indicate your category of SCSI/RICS membership

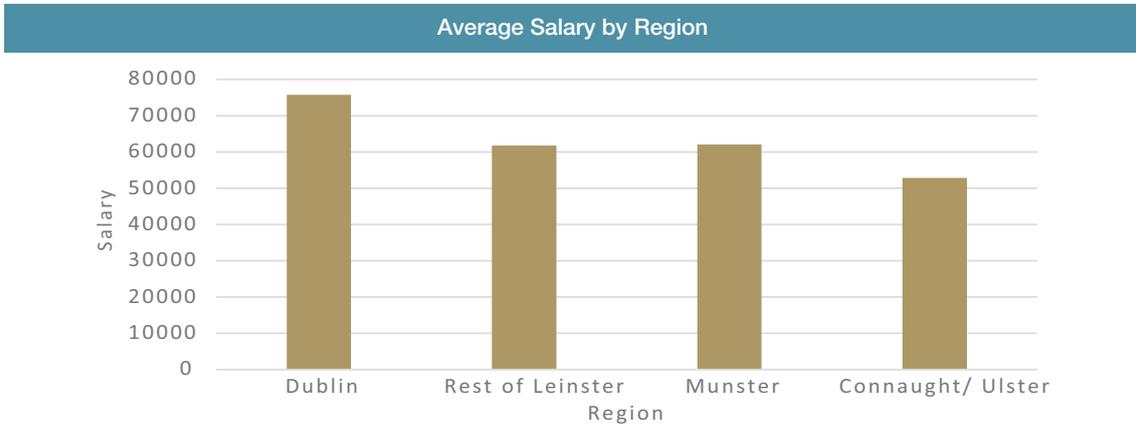
The majority of respondents (602) were Professional Members (MSCSI/MRICS) with Associate members (Assoc. SCSI/RICS) and Fellow (FSCSI/FRICS at 117 and 63 respectively. Fellow members earned on average 32% more than Professional Members.



Average Salary by Region across all Sectors

Q What is your current Annual Base Salary?

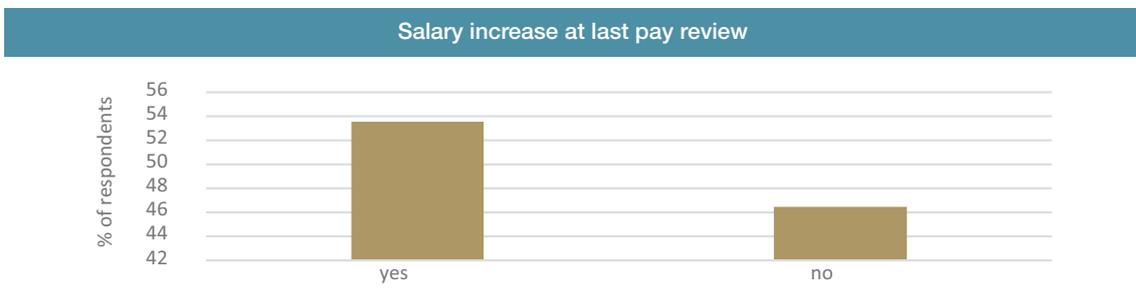
Surveyors working in Dublin continue to earn higher levels (€75,758) of remuneration than in other parts of the country. The Munster region average salary was €62,006, Rest of Leinster was €61,740 followed by Ulster / Connaught at €52,826.



Change to Salary at last Review

Q Did you receive a pay increase at your last pay review?

53% of surveyors indicated that they received a pay increase at their last pay review.



Salary – Expectations

Q How confident are you that you will secure an increase in your remuneration over the next 12 months?

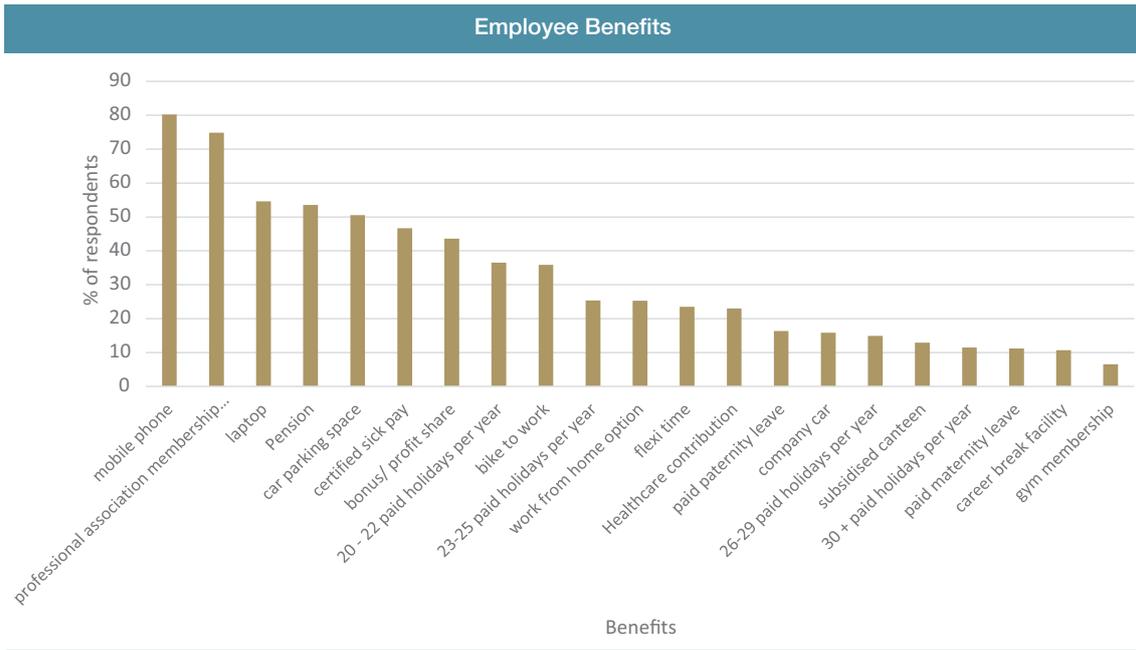
65% of chartered surveyors are either confident or very confident of a pay increase in the next 12 months.



Employee Benefits

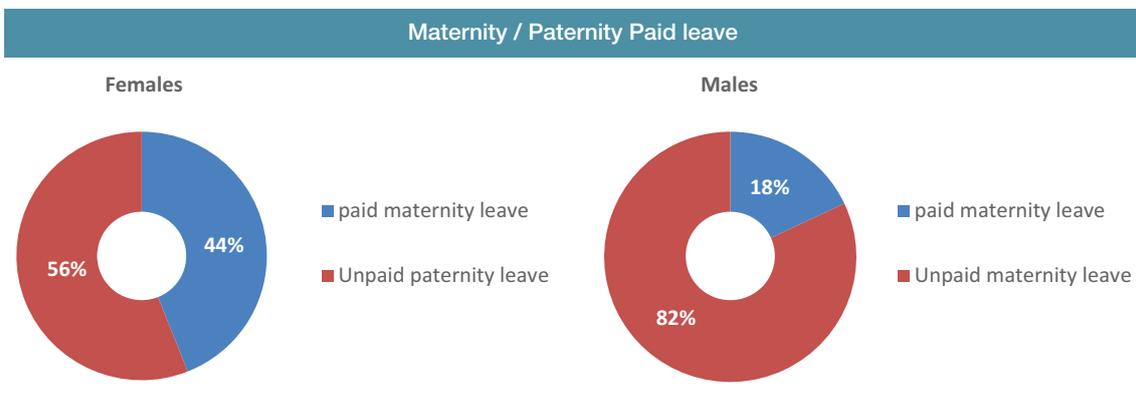
Q Which of the following additional benefits are included in your current package?

The provision of mobile phones, laptops and professional association membership were among the most popular employee benefits received by chartered surveyors. In relation to annual leave entitlement, 36% of chartered surveyors receive 20-22 paid holidays, 25% receive between 23-25 paid holidays, 15% receive between 25-29 paid holidays. Only 11% of chartered surveyors currently receive over 30 paid holidays per year.



Maternity / Paternity Paid leave

Due to the disproportional response rate (male vs female) in relation to Employee Benefits, the results of the survey were analysed on responses from females and separately from males in relation to Maternity & Paternity paid leave. 44% of females get some level of paid maternity leave from their employer compared with only 18% of males receiving Paternity paid leave from their employer.

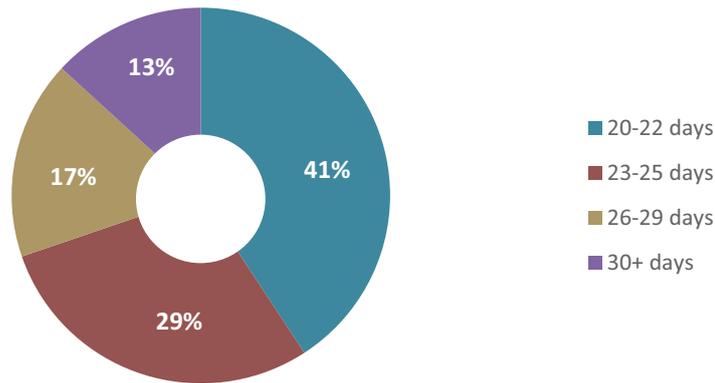


Please note that the results do not analyse those that are self-employed versus those that are PAYE workers.

Annual Leave

On average, 41% of surveyors receive 20-22 paid annual leave days per year. Interestingly, there is an increase number of surveyor's receiving 23-25 days annual leave after 16 years' experience.

Average Paid Annual Leave Entitlement



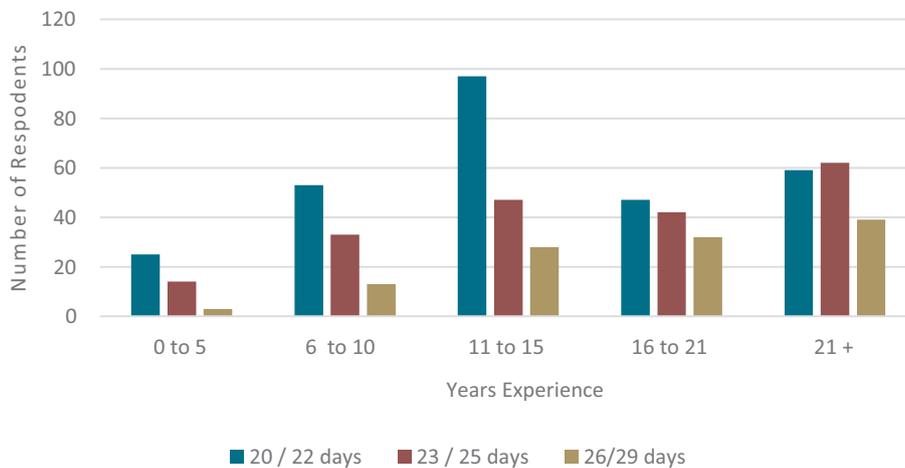
Based on 907 responses

Annual leave by years of experience

Q What is your current annual leave entitlement?

In the 11- 15 years' experience category, 30% of those surveyors receive in excess of 23 paid holidays per year. However, in the 16 – 21 years' experience category, over 57% of those surveyors receive more than 23 paid holidays per year.

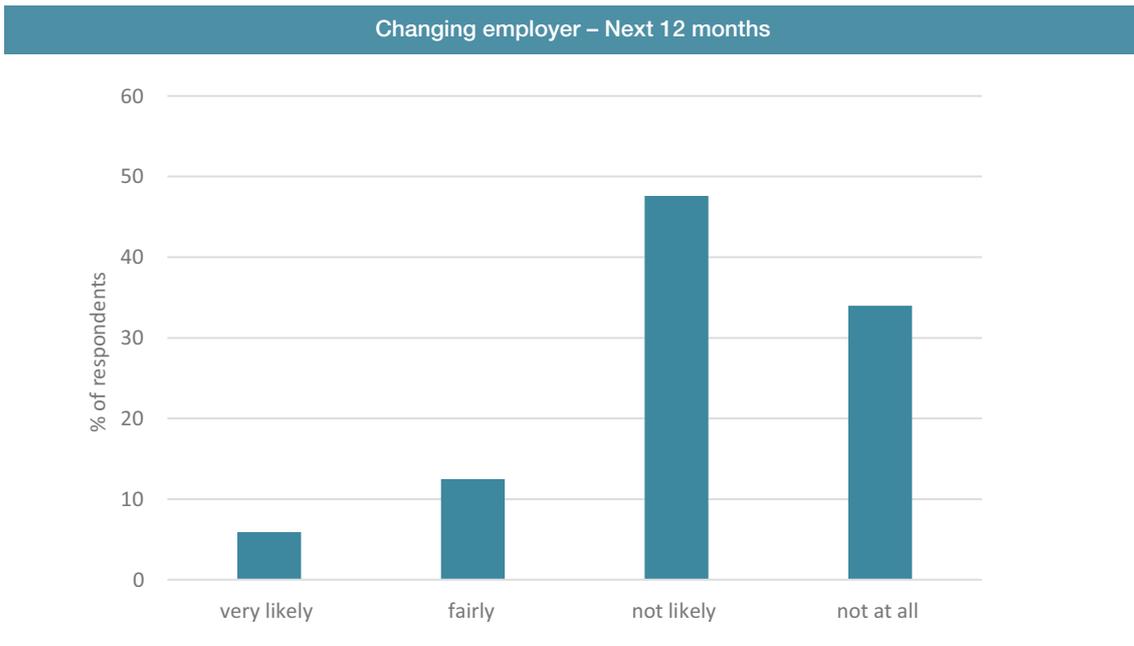
Annual Leave



Changing employer – Next 12 months

Q How likely are you to change employer in the next 12 months?

80% of chartered surveyors indicated that they are either not likely or not at all to change employer in the next 12 months.



National Average Salary by Profession

Professional Group	Responses	Average Salary (€)	Average Bonus (€)	Average total (€)
Commercial Agency	69	80597	25590	106187
Planning & Development	15	87531	8000	95531
Valuation Surveying	52	73844	14971	88815
Commercial Property Management	60	74125	13381	87506
Quantity Surveying	247	78924	6319	85243
Project Management	21	73708	10695	84403
Facilities Management	24	72116	10342	82458
Residential Agency	86	57265	7831	65096
Building Surveying	36	57486	4575	62061
Residential Property Management	28	58053	3058	61111
Rural Agency	10	50800	8083	58883
Geomatics Surveying	43	51456	5037	56493
Minerals Surveying	-	-	-	-

National Average Salary by Profession and Experience

Professional Group	0-5 years		6 - 10 years		11-15 years		16-20 years		21 years +	
	Basic Salary	Bonus	Basic Salary	Bonus	Basic Salary	Bonus	Basic Salary	Bonus	Basic Salary	Bonus
Building Surveying	37833 *3	1333 *3	39200 *5	1050 *5	54833 *12	6055 *11	65154 *13	3350 *11	85000 *3	n/a
Commercial Agency	46308 *12	16250 *12	54470 *17	18467 *17	64000 *10	22400 *11	109889 *9	20667 *7	116960 *21	33818 *17
Commercial Property Management	40333 *3	8500 *2	55538 *13	18055 *11	59000 *20	4176 *17	86928 *7	6500 *5	106823 *17	23953 *15
Facilities Management	-	-	57480 *4	2500 *4	73021 *7	8333 *6	70142 *7	16416 *6	85500 *6	7600 *5
Geomatics Surveying		5000 *1	48000 *6	1666 *6	43000 *14	1609 *11	58666 *6	14700 *6	56192 *17	4988 *11
Planning and Development	67000 *1	10000 *1	-	-	77642 *7	5000 *2	130000 *2	28000 *1	66600 *5	4750 *4
Project Management	50000 *1	-	62500 *4	4875 *4	61600 *6	3751 *4	70600 *5	3350 *3	89788 *9	12500 *7
Quantity Surveying	49200 *10	2733 *7	52695 *23	2585 *21	67595 *63	2824 *55	79167 *53	6600 *42	97988 *98	10658 *78
Residential Agency	27500 *2	2500 *1	43333 *12	4230 *10	48864 *26	7410 *20	54734 *16	4800 *15	73467 *30	11161 *33
Residential Property Management	-	-	56292 *12	3110 *12	50833 *6	3750 *4	75000 *4	4500 *4	57500 *6	5000 *3
Valuation Surveying	51971	6250	56500 *10	14488 *9	65023 *17	16046 *15	79642 *7	13214 *7	99277 *18	13750 *16

* Number of Responses

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.

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