

Remuneration and Attitudes Survey 2019

2019

Chartered Professionals

PROPERTY | LAND | CONSTRUCTION



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Foreword

The SCSI Remuneration and Attitudes 2019 Report has become a reliable reference document among all surveying disciplines, both for employees and employers across Ireland. We are delighted to present to you our third edition.

Activity in the property and construction sectors remain positive with members reporting continued demand for services across most of the country. Businesses outside our major urban centres, particularly smaller businesses, continue to report challenging trading conditions as local investment and local trade is still lagging expectations.

Set against this backdrop, our report looks at median salary levels in Dublin and the rest of the country. Not surprisingly, Dublin salaries attract a premium of approximately €11,000. This is obviously a result of the higher accommodation costs and general inflationary costs of living in the capital.

The number of school-leavers considering property, land and construction surveying courses is on the rise according to the latest CAO results, as knowledge of opportunities in the sectors spread and they are seen as attractive career choices once again. Our 'Employment Opportunities and Future Skills Requirements for Surveying Professions Report 2018 – 2021' maps the growing need for surveying professionals due to increased activity levels and pent-up demand for professionals across the board. We anticipate that these reports will successfully highlight the significant benefits of a career in surveying, especially to school-leavers.

It is hoped that the next generation of surveyors will help drive greater gender diversity within the profession. Membership data for the Society shows that female members (Fellows, Professionals, Associates) is at 20% of total membership. The regression analysis of the survey data found that there is equal pay for equal work – as is legally required. According to the survey results, the profile of women in our sector shows that there is less participation in senior roles. The Society believes that all members and firms should seek to encourage more diversity of backgrounds for all staff including on boards and leadership teams. Making our careers as attractive as possible for future talent is a primary focus for SCSi. Looking at recent data of new members to SCSi, we are seeing slight increases in the proportion of female participation in surveying, with new female members representing 28% of the total intake compared with a 80:20 male: female ratio of existing members.

Looking at other areas in the report, satisfaction levels among our membership is relatively high with 92% of members indicating that they are satisfied in their job. The attractiveness of career progression and security of work are two main areas of interest to employees outside of salary expectations. Remote working is becoming a more significant feature in many roles and is likely to become an increasing trend.

We must continue to focus on these benefits to ensure adequate promotion of our courses and careers in order to attract greater numbers of entrants into our profession.

Thank you to all members for taking the time to complete this and previous surveys. Your continued support and commitment is acknowledged and appreciated.



PRESIDENT

Key Highlights



National
Median Salary

€70,000

Median salary
in Dublin

€74,375

Median salary
outside of Dublin

€61,760

Each step up in
Seniority earns an
additional

€7,500

per annum

Premium on basic
salaries for those
based in Dublin

€11,400

(+/- €4,200)

Each year of
experience earns
an increase of

€800

per annum

Balancing the
trade-offs –
big vs small firms



Bigger better?

– each jump in size (e.g. micro to small, medium to large) increases salary by



€8,700



73%

expect to receive a salary increase in next 12 months

57%

received an increase in previous 12 months

Median duration with employer
4 YEARS

It's not all about pay...



92%
of Surveyors are satisfied in their job



Top 3 employment benefits

1
Salary

2
Job Security

3
Career Progression

85%

of Surveyors would recommend their profession to school leavers

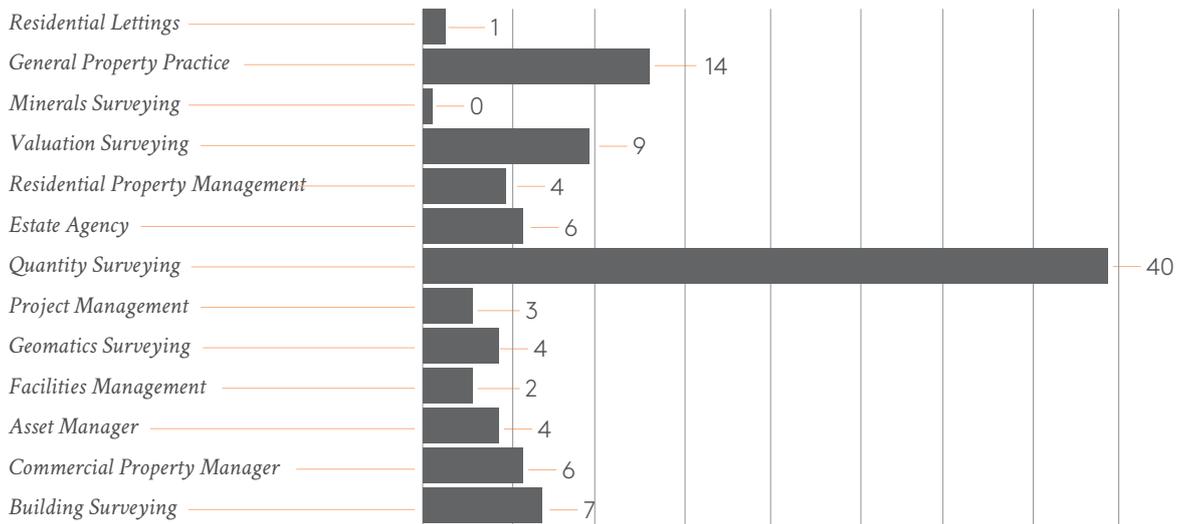
51%

of firms are intending to increase their workforce

RESPONSE BY PROFESSION

Our survey is representative of the membership categories of the Society with respondents from Construction equating to 49% and Property & Land equalling 51%.

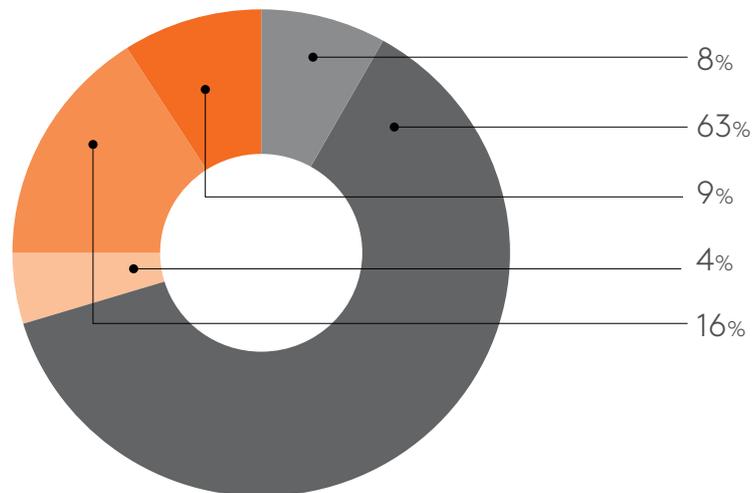
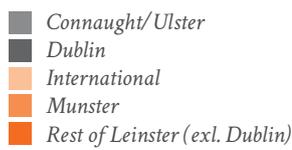
CHART 1



RESPONSE BY LOCATION

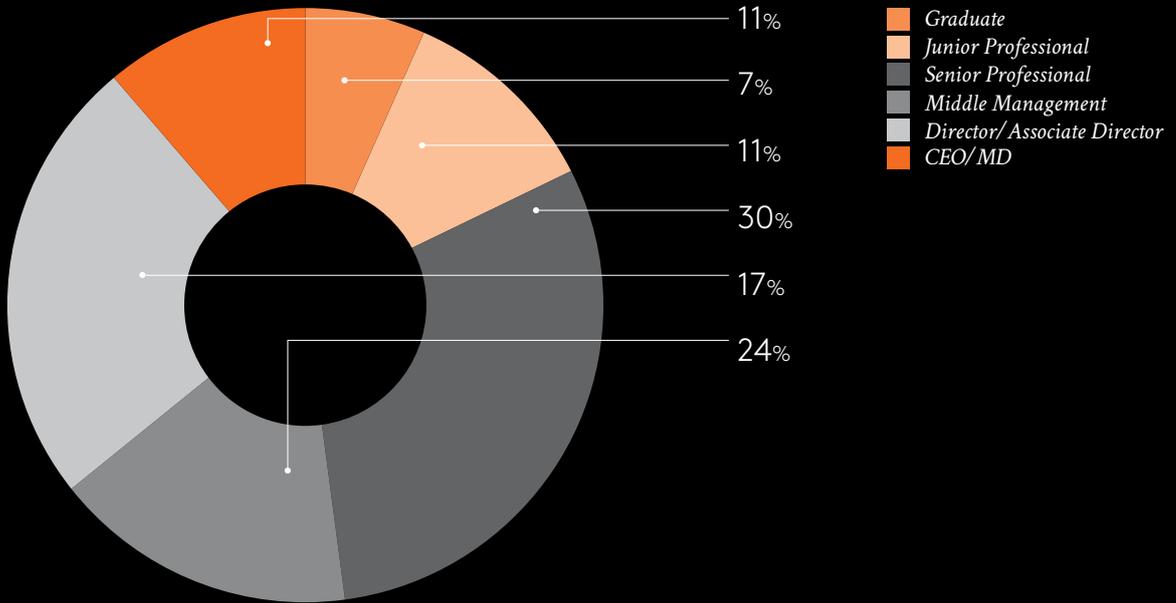
The location of respondents matches closely with the geographical location distribution of members of the SCSi and the location distribution of respondents from previous years which ensures accuracy of comparative analysis.

CHART 2



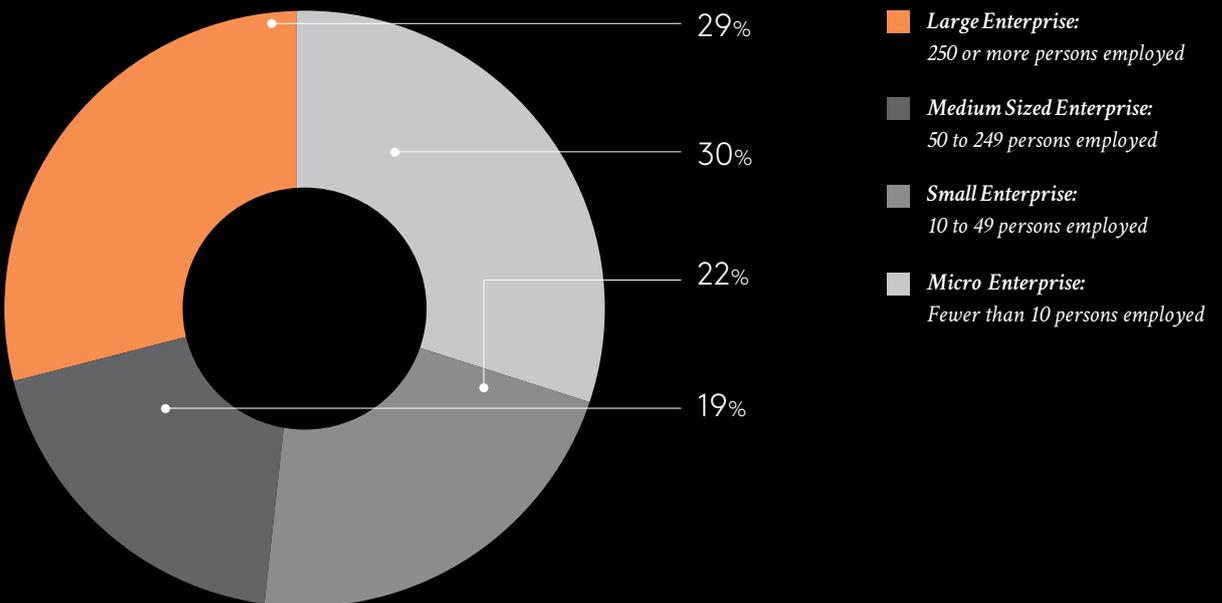
RESPONSE BY SENIORITY

CHART 3



RESPONSE BY FIRM SIZE

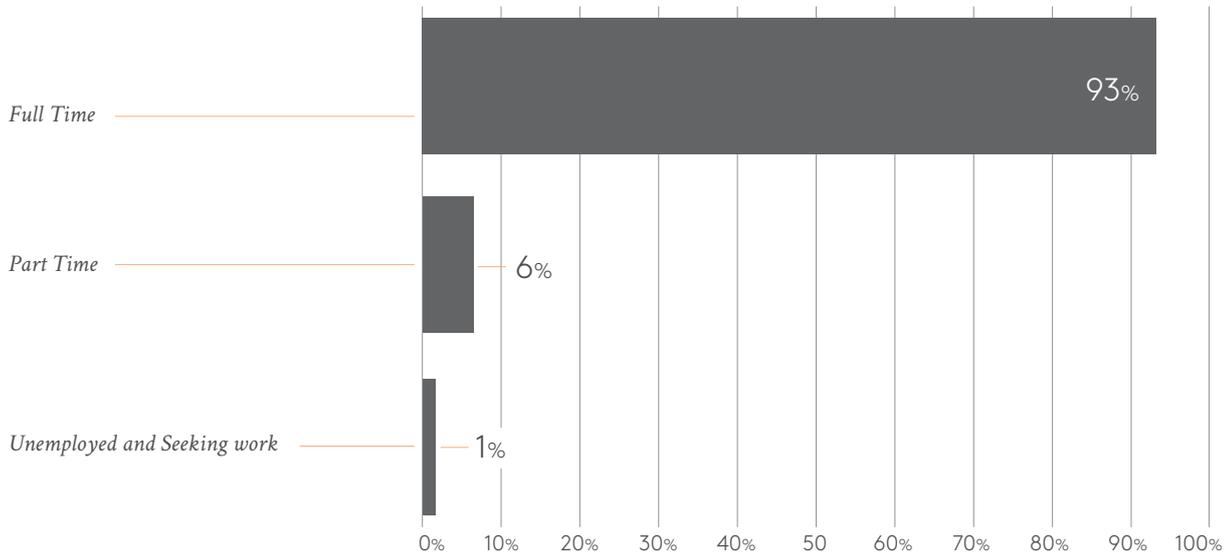
CHART 4



FULL-TIME V PART TIME AND THOSE SEEKING EMPLOYMENT

For the purpose of analysis, only those in full-time employment were included in the findings on salary.

CHART 5



SECTOR, GENDER AND EDUCATION BREAKDOWN

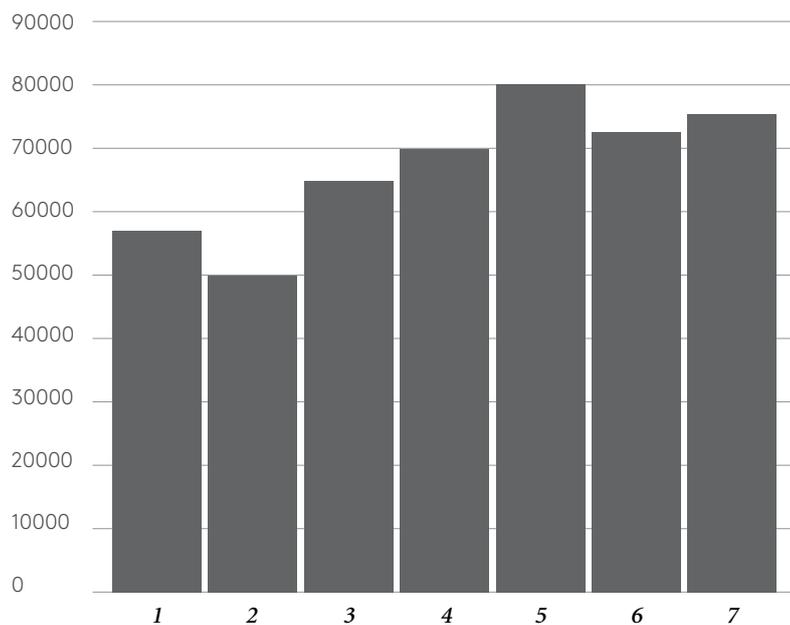
The highest level of education attainment was not founded to impact salary directly.

The private sector was the largest component of the respondents at 86%.

The response rate from female surveyors was 20% which aligns with SCSi membership.

CHART 6 - NATIONAL MEDIAN SALARY BY QUALIFICATION

1. No Formal Education
2. Certificate
3. Diploma
4. Degree
5. Post Grad Diploma
6. Masters
7. Doctorate



2019 Surveying salaries

Some members may find themselves working in positions that are slightly outside of the reporting parameters and therefore our analysis of the data under the following sub-headings are used to provide readers with a useful range of salaries that may be a more accurate descriptor of your current career stage;

- » Seniority of position within firm/organisation
- » Size of the firm/organisation
- » Experience in years
- » Location in Dublin or in the rest of Ireland

From our analysis, we can see that;

- » a move up in seniority earns an increase in the region of €7,500 (+/- €1,300);
- » an increase in firm size by category (micro, small, medium or large) results in a salary increase in the region of €8,700 (+/- €1,400);
- » each year of experience earns an increase in the region of €800 (+/- €200); and
- » a pay premium for those that are working in Co. Dublin in the region of €11,400 (+/-€4,200).

The relationship between firm size and position in our analysis is interesting. Based on the actual data for basic salary, the following table sets out the median along with the associated 25% and 75% quartiles as lower and upper values to assist members in reviewing their salary position.

TABLE 1 - NATIONAL SALARIES BY FIRM SIZE

Position vs Firm size	Micro firm (9 or less staff)	Small firm (10 to 49 staff)	Medium firm (50 to 249 staff)	Large firm (250 or more staff)
Graduate	€31,000 (€27,125 to €33,500)	€32,000 (€25,500 to €34,000)	€33,000 (€28,000 to €35,000)	€32,000 (€29,500 to €34,000)
Junior Professional	€38,000 (€33,000 to €44,000)	€41,500 (€35,000 to €45,750)	€42,000 (€37,500 to €48,750)	€46,000 (€39,500 to €52,000)
Senior Professional	€41,500 (€35,000 to €51,250)	€60,000 (50,000 to €73,500)	€62,500 (€50,000 to €72,125)	€70,000 (€60,000 to €80,000)
Middle Management	€54,800 (€40,000 to €72,000)	€60,000 (€50,000 to €75,000)	€60,000 (€49,000 to €75,000)	€78,000 (€65,000 to €90,000)
Director/Assoc. Dir.	€56,000 (€40,000 to €74,375)	€85,000 (70,000 to €95,000)	€100,000 (€70,000 to €120,000)	€100,000 (€80,000 to €120,000)
CEO/MD	€60,000 (€40,000 to €80,000)	€113,500 (€75,000 to €127,500)	€145,000 (€107,500 to €170,500)	Insufficient sample size

TABLE 2 - ANNUAL NATIONAL SALARY BY DISCIPLINE

The analysis found that discipline wasn't a significant factor in salaries but we've presented the median tables as in past reports.

	CEO	Director	Middle Management	Senior	Junior	Graduate
Building Surveyor	€66,000	€74,000	€65,750	€59,700	€40,000	€32,500
Commercial Property Manager	*	€110,000	€87,500	€63,000	€43,000	€40,750
Development/Asset Manager	€100,000	€110,000	€85,500	€94,000	€40,000	*
Residential Estate Agent	€60,000	€95,000	€50,000	€42,500	€30,000	€24,000
Facilities Mgt. Surveyor	*	*	€69,000	€55,000	*	*
General Practice/Auctioneer	€80,000	€100,000	€66,500	€65,000	€40,000	€28,150
Land Surveyor/Geomatics Surveyor	€50,700	€66,000	€72,000	€54,264	*	*
Project Management Surveyor	*	€119,000	€85,000	€87,500	€35,000	*
Quantity Surveyor	€100,000	€100,000	€85,900	€71,001	€50,000	€34,000
Residential Property Manager	€97,500	€68,000	€54,000	€49,250	€35,050	*
Valuation Surveyor	*	€85,000	€70,000	€71,000	€47,500	€34,750
Residential Lettings	*	*	*	€43,500	*	*

*denotes less than 5 responses

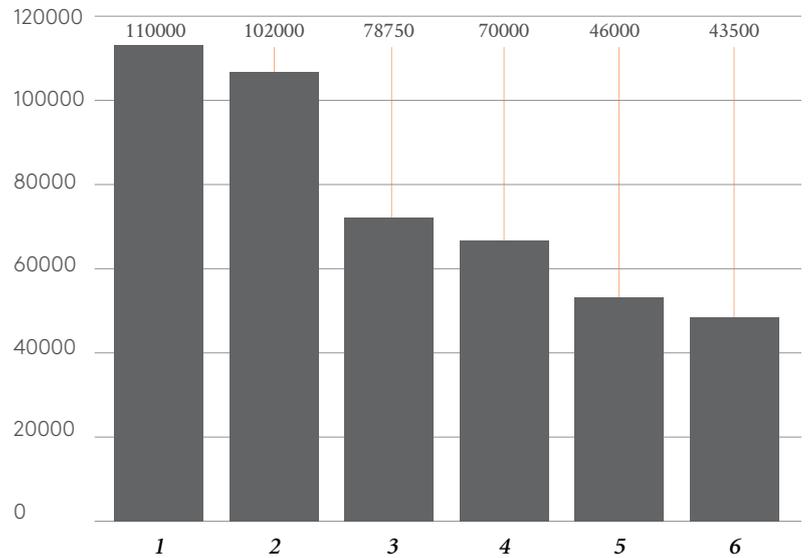
DUBLIN

Median salaries are almost €74,375 in Dublin, similar levels to what was reported two years ago

CHART 7: MEDIAN SALARY

Levels of Seniority

- 1. CEO/Managing Director
- 2. Director/Associate
- 3. Middle Management
- 4. Senior
- 5. Junior
- 6. Graduate



OUTSIDE OF DUBLIN

The CEO figures highlighted in chart 8 is mainly from those surveyors operating in micro- businesses which can often be sole traders. This is the main reasons for the lower median salary figures for CEO in comparison to other senior grades, which is also explained in Table 1.

CHART 8: MEDIAN SALARY - ALL PROFESSIONS

Levels of Seniority

- 1. CEO/Managing Director
- 2. Director/Associate
- 3. Middle Management
- 4. Senior
- 5. Junior
- 6. Graduate

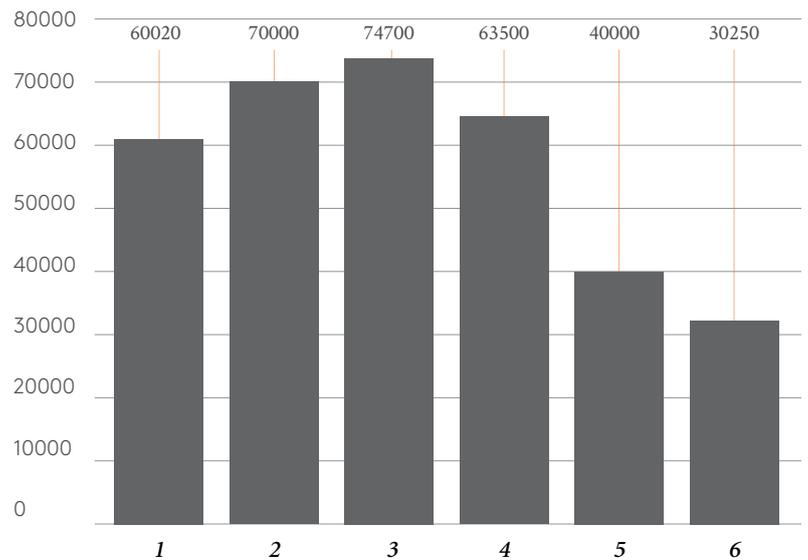
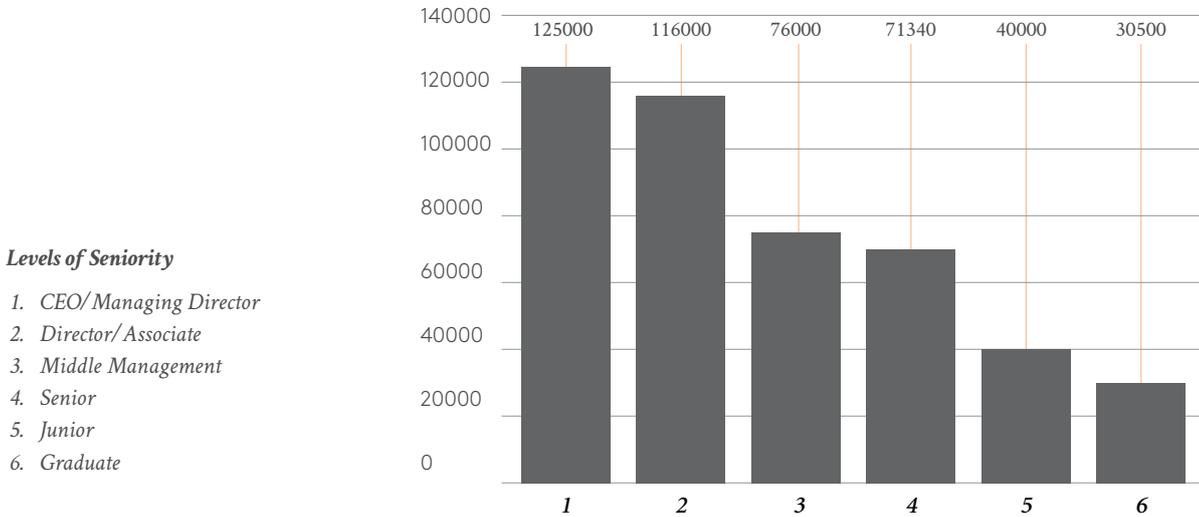


Chart 9 removes those respondents from Micro Businesses which distorts 'CEO' data due to higher number of sole traders in this category.

CHART 9: NATIONAL MEDIAN SALARY



SALARY REVIEWS AND BENEFITS

The percentage of respondents reporting an increase in salaries has risen from 54% in 2017 to 57% in 2019.

CHART 10: INCREASE IN SALARY - PERCENTAGE OF RESPONDENTS

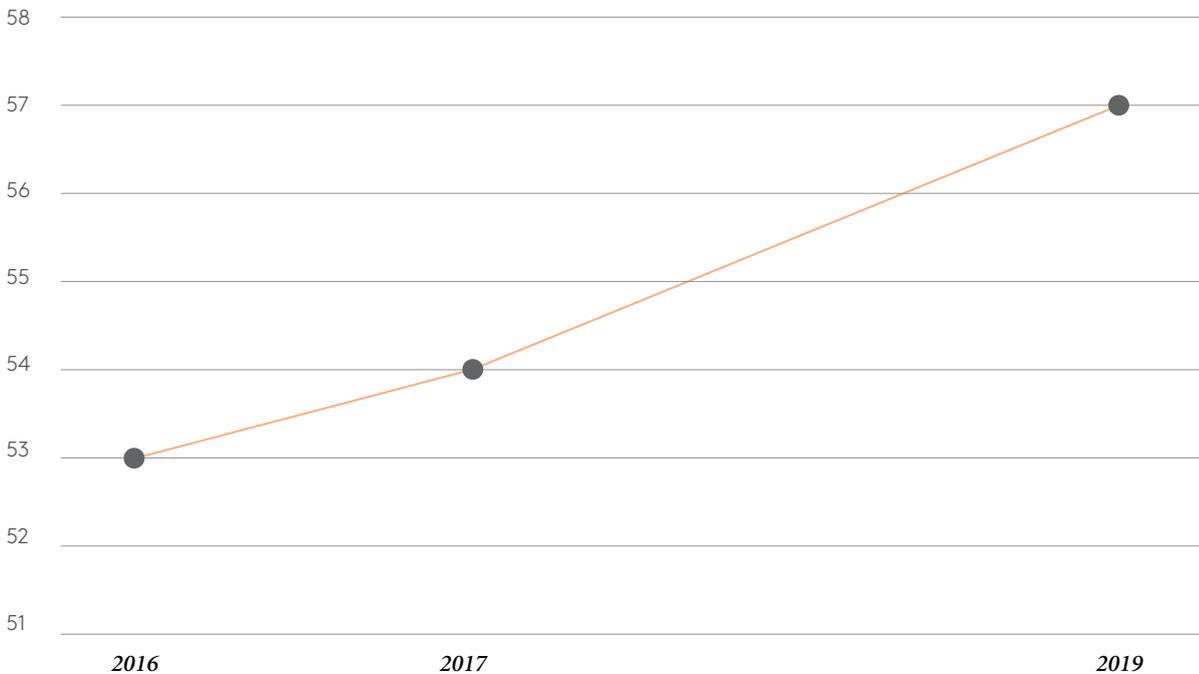
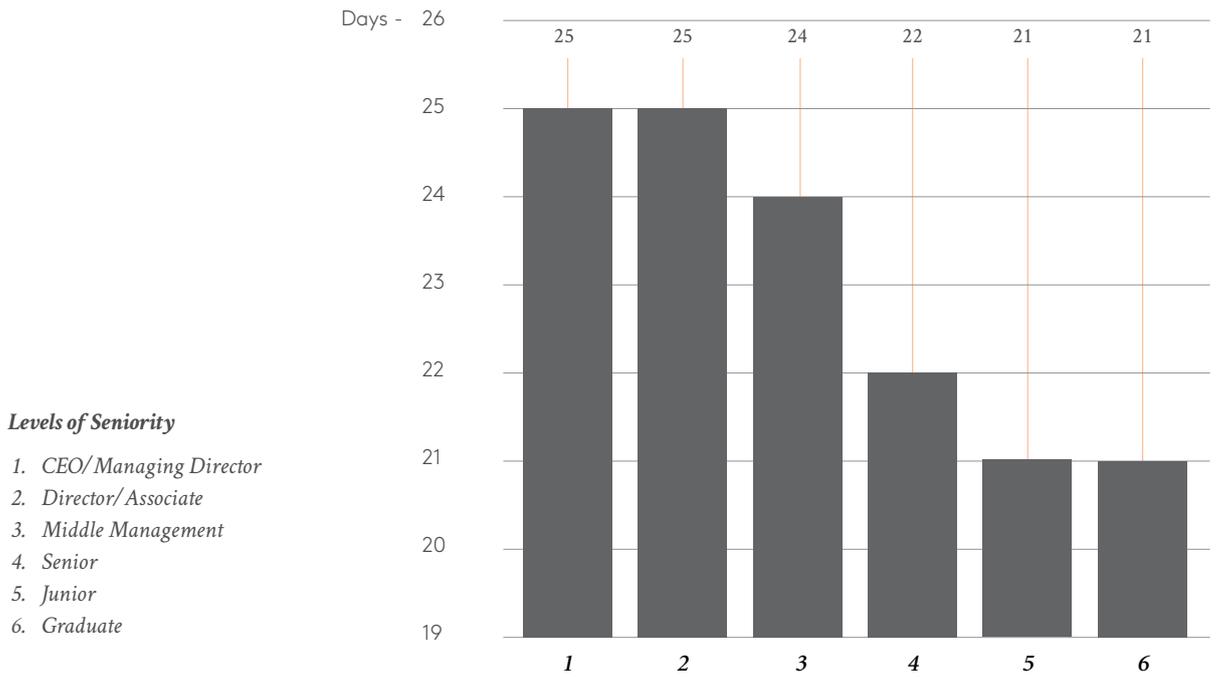


CHART 11: ANNUAL LEAVE (MEDIAN VALUES)



Levels of Seniority

1. CEO/Managing Director
2. Director/Associate
3. Middle Management
4. Senior
5. Junior
6. Graduate

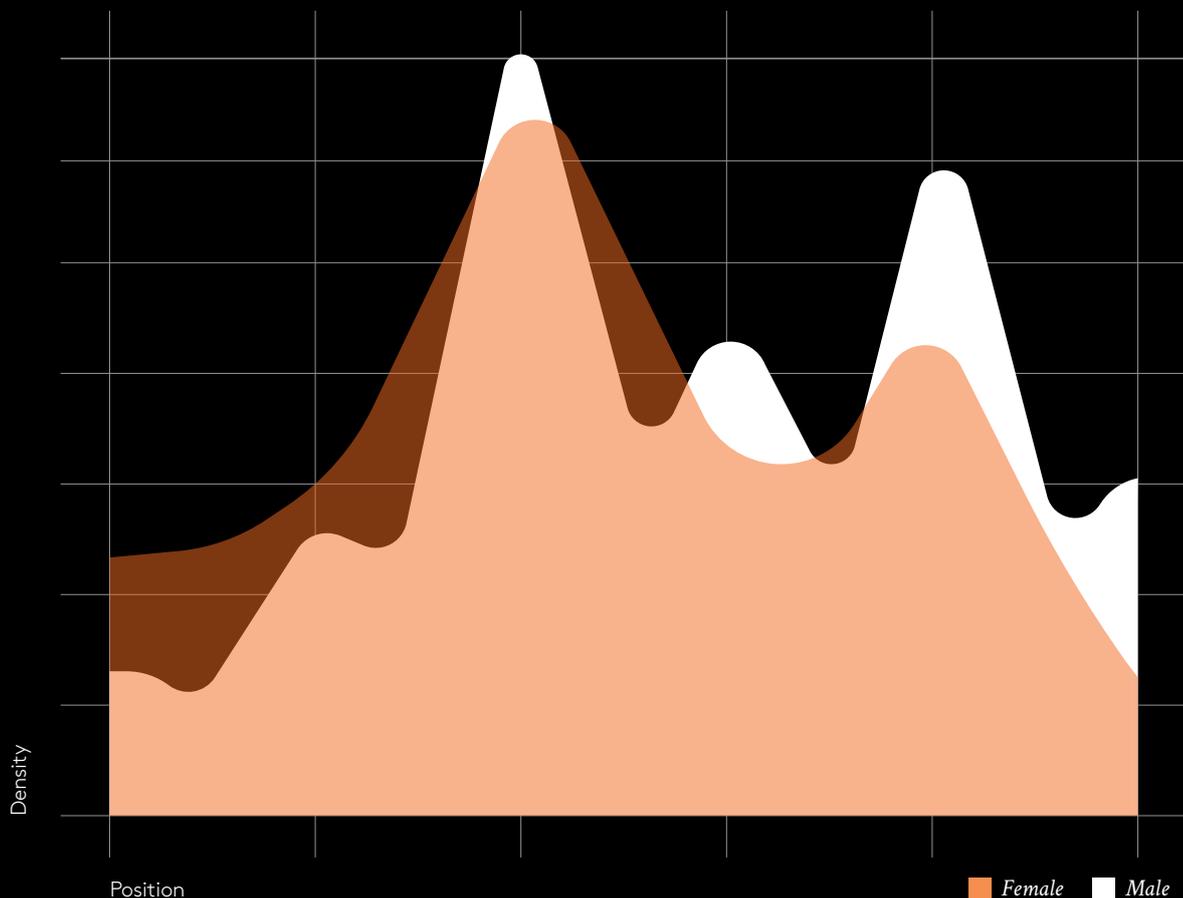


Surveying career for all genders

Membership data for the Society shows female full members (Fellows, Professionals, Associates) are at 20% of members.

The female rates are higher for members from the Property & Land sectors at 30%. This is similar to the register of Property Services Regulatory Authority (PSRA) Current Licence Holder Figures (as at 8th November 2019) which was 33% female. The overall figure is being drawn down significantly by the construction sector which has traditionally struggled in terms of female participation – female representation in this sector is 6.3%. The basic salaries of these roles can be quite high and are one aspect of the differentials seen in the below tables.

The distribution below illustrates the higher density of women in lower positions as a proportion of the total female population in the professional compared to the male population distribution.



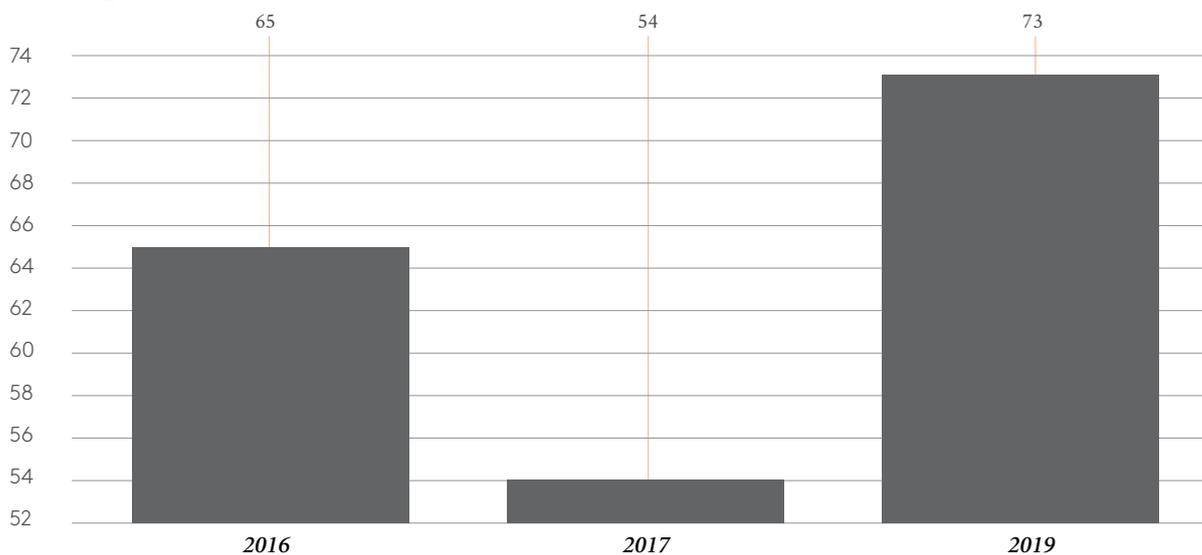
The regression analysis of the survey data found that there is equal pay for equal work – as is legally required. However, the profile of women in the industry means that there is greater proportion of women in less senior roles when compared with men.

OUTLOOK ON THE FUTURE

CONFIDENT OF SALARY INCREASE IN 12 MONTHS

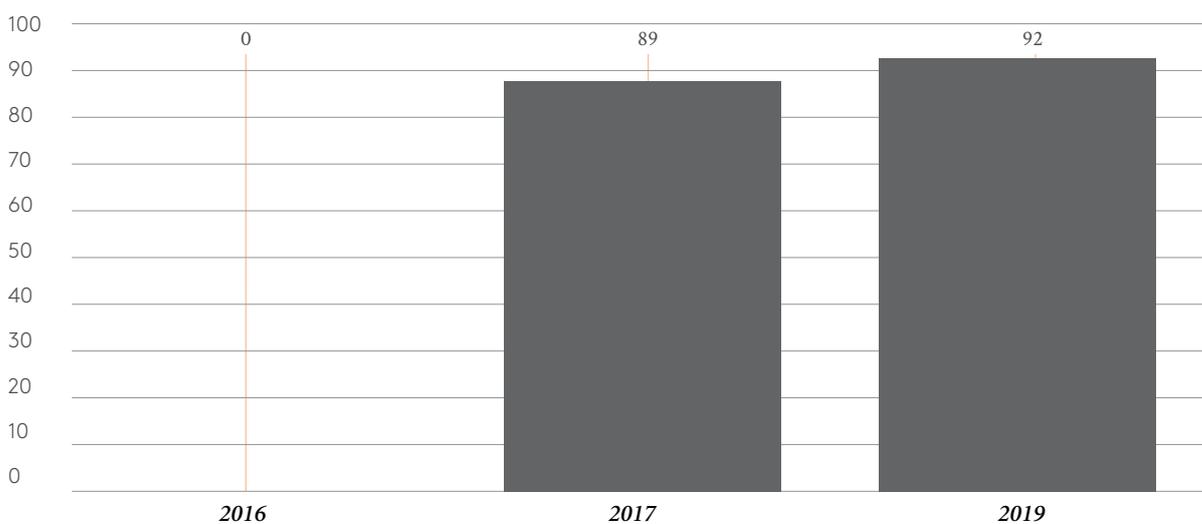
65% of those surveyed in 2016 expected an increase in pay in 2017. However, just 54% of respondents in 2017 reported an actual increase in pay. However in 2019 the figure jumped to 73%

CHART 12



% OF RESPONDENTS SATISFIED IN THEIR JOB

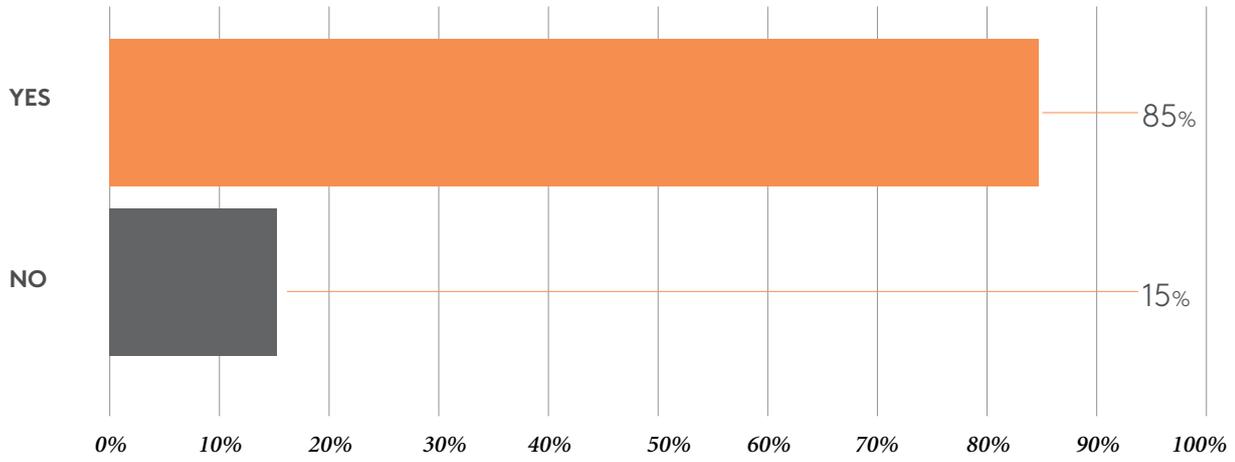
CHART 13



OUTLOOK ON THE FUTURE

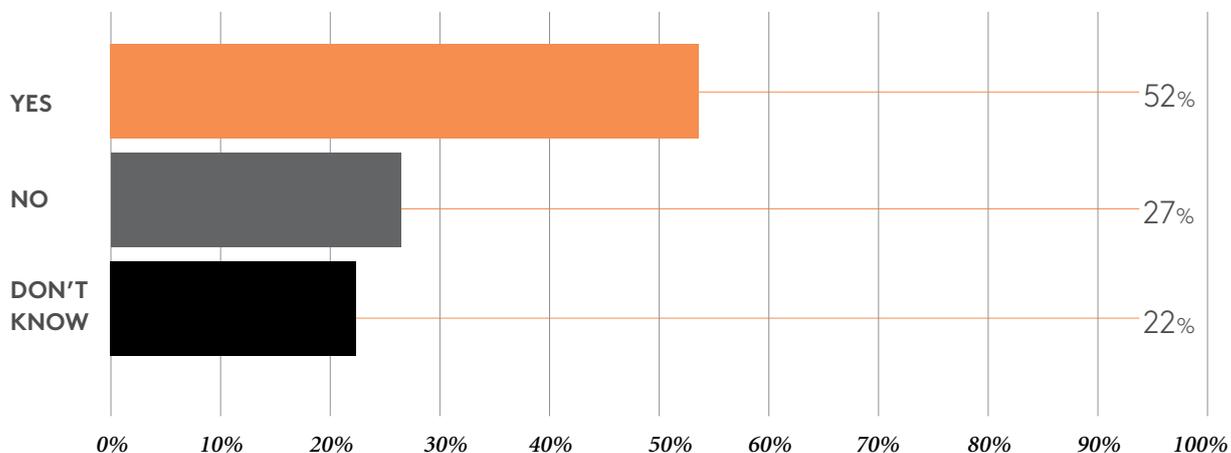
WOULD YOU RECOMMEND
YOUR PROFESSION TO
SCHOOL LEAVERS?

CHART 14



IS YOUR FIRM INTENDING TO INCREASE ITS WORFORCE IN 2019

CHART 15



Research Methodology & Contacts

The online Survey was carried out from 30th September to 22nd October 2019. A total of 1,243 responses were received. The majority of the findings are based on the responses of 914 surveyors in full time employment. The comparative analysis was carried out using the same process as previous surveys unless stated in any deviations.

For the analysis relating to salaries and ranges of salaries by years experience and level of seniority, we have used regression analysis of the significance of the various variables. A Spearman correlation analysis was first used followed by a linear regression analysis using R statistical software.

For more information or analysis, please contact [Edward McAuley](mailto:edward@scsi.ie) at edward@scsi.ie or call 01 6445500.





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