

STIRLING 
WARRINGTON

MAINTENANCE ENGINEER SALARIES 2026

IN THE EAST MIDLANDS

SPECIALISTS IN RECRUITING SPECIALISTS

We surveyed **over 88** maintenance engineering professionals from our database based in the **East Mids**, asking about their current salary, shift pattern, benefits, whether they are considering changing jobs and the salary they'd expect.

Here are 3 key facts:

- 01** The average salary for the region was: **£51,593** (taking into account all job titles)
- 02** Engineers working shifts get (on average) a **5% premium** over engineers working days.
- 03** Over half of the respondents are considering a new role: **51%**

Next we'll look into skillset, job title, and shift differences across the East Midlands. **There's plenty of interesting insights to share with you, so keep reading!**

Shift
Avg: **£52,476**

£50,124
Average Salary
**(including Maintenance
Engineers on days & shifts)**

Days
Avg: **£47,426**

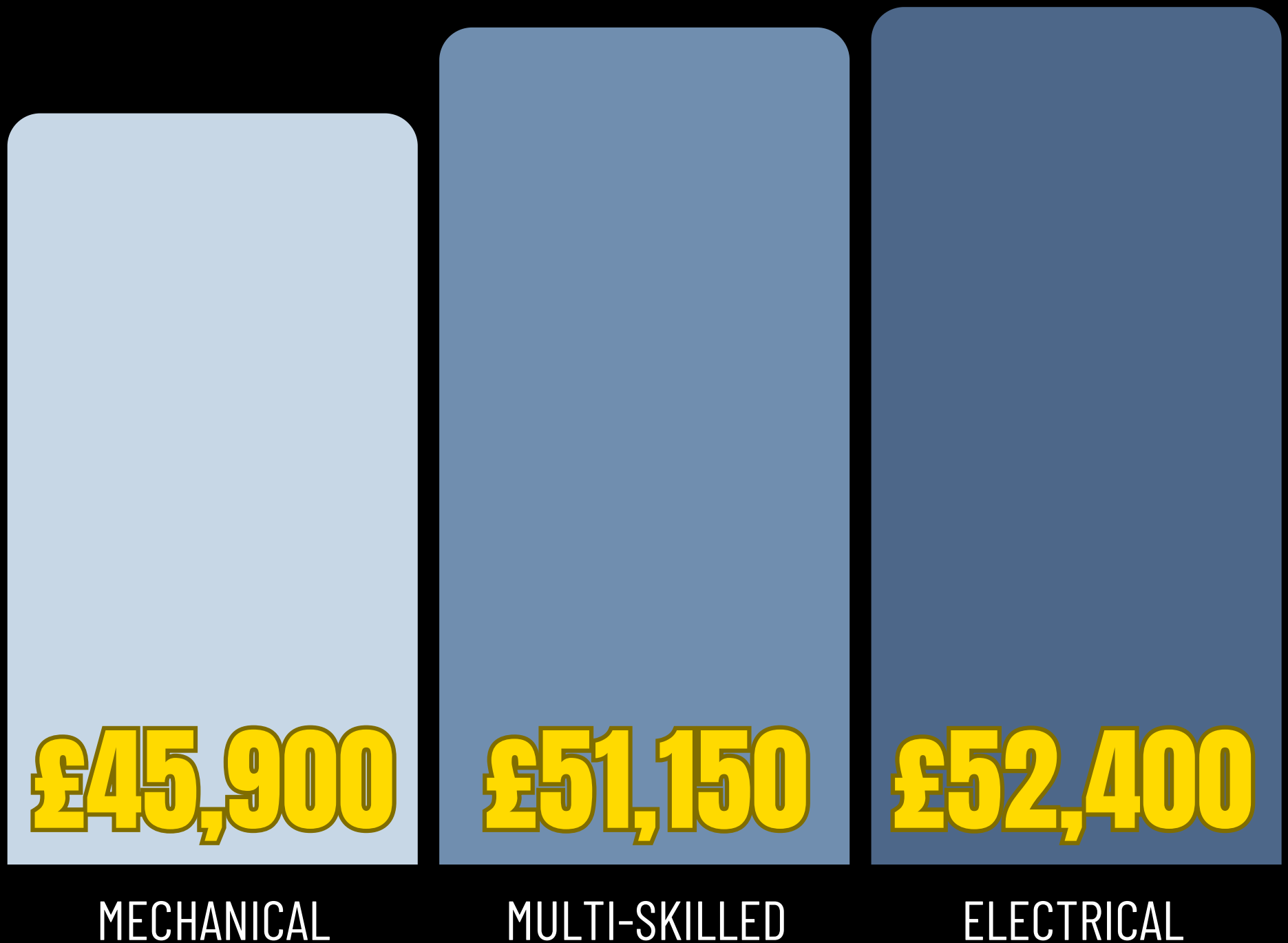
*We asked "If you were to move jobs,
what salary would you expect?"*

Mechanical = 8.4% increase

Multi-Skilled = 7.1% increase

Electrical = 4.6% increase

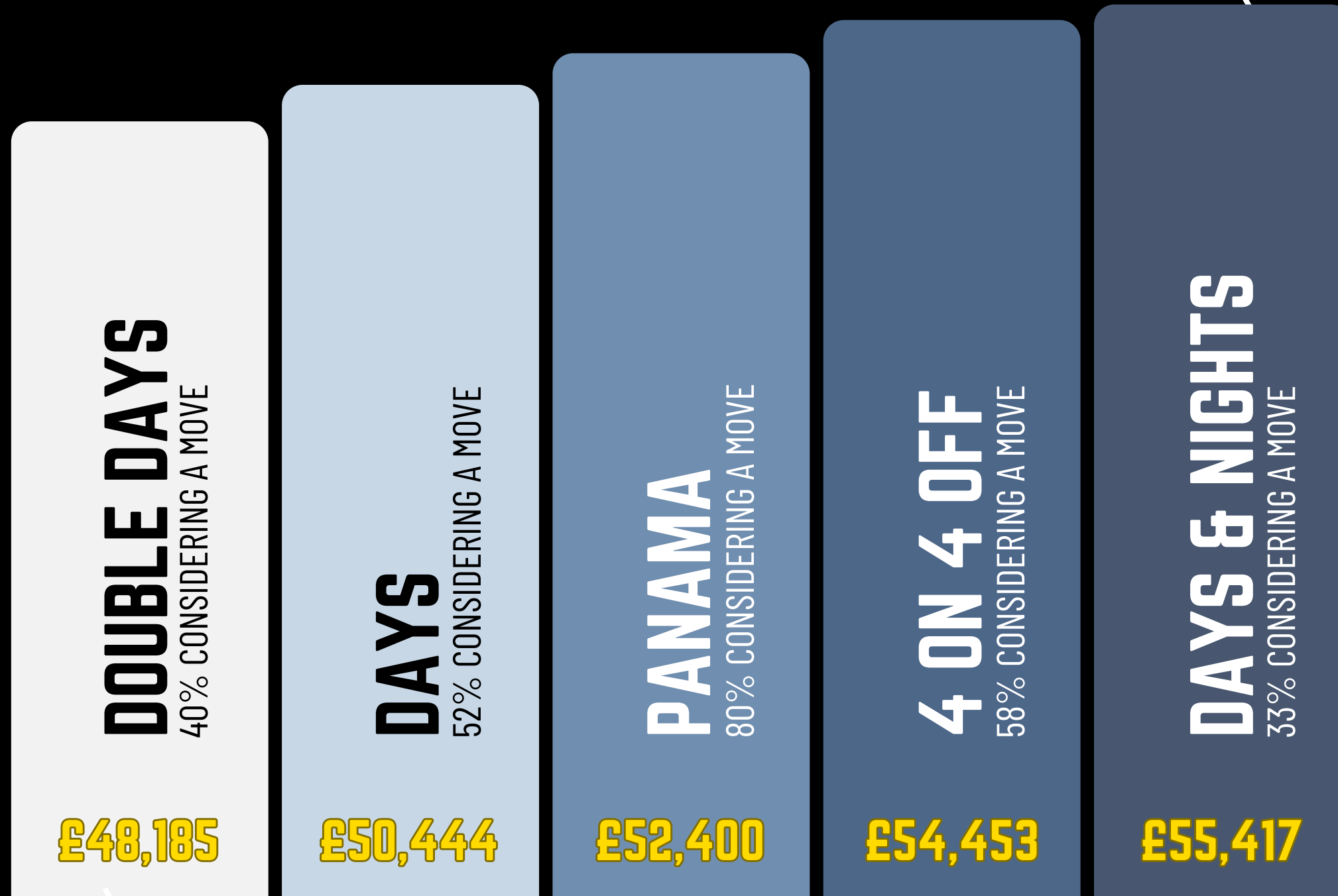
*Mechanical Engineers are looking for the largest
proportional salary jump when changing jobs.*



SALARY BASED ON SKILLSET

DAYS & NIGHTS

A mixture of shift times including unsociable hours. Harder to settle into a routine and therefore leads to increased compensation.



DOUBLE DAYS

This salary would be about right for straight days. But for double days where there is some sort of unsociable hours, it's definitely lower than expected.

AVERAGE PAY FOR EACH SHIFT?

Double Days (£48.1k)

vs.

Days (£50.4k)

These salary figures should be swapped to be honest.

More engineers on Panama and 4on4 off shifts are considering a new role

This makes sense as there are more shift jobs available in the East Mids.

Some less common shift patterns had smaller response samples, so we've avoided drawing strong conclusions from them.

SALARY BASED ON JOB TITLE

Maintenance Manager
£62,286

Maintenance Team Leader
£55,592

Maintenance Engineer
£50,124

So moving **from Engineer to Team Leader** corresponds to roughly £5,500 / **11% more**, while **Manager sits** roughly £12,200 / **24% above** the core Engineer average.

Head of Engineering had too small of a sample, so we've avoided drawing conclusions from them.

MAINTENANCE ENGINEERS CONSIDERING A MOVE

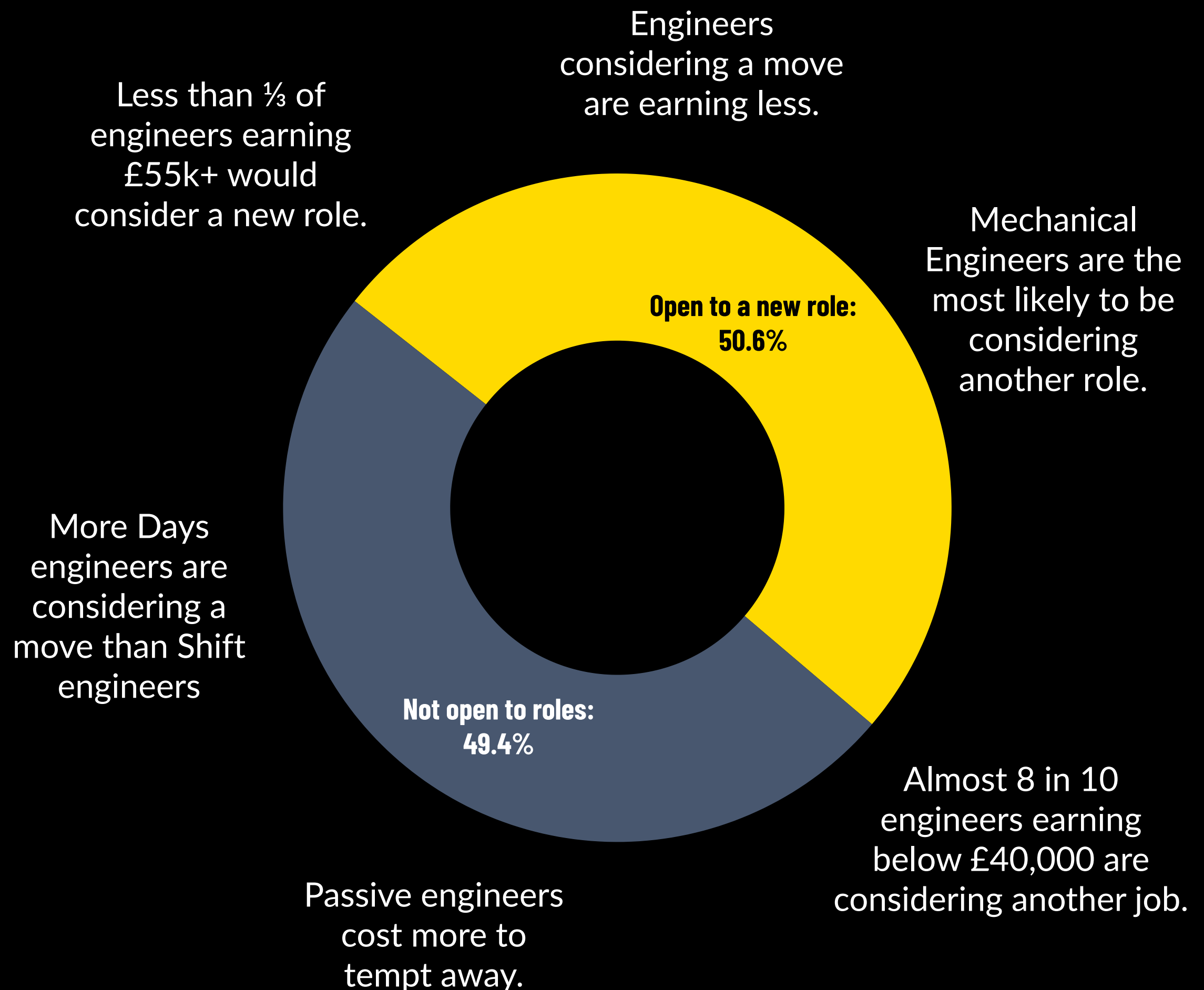
We asked: "**Are you considering a new role?**"

and...

50.6% of the engineers in our data set said "**YES**"

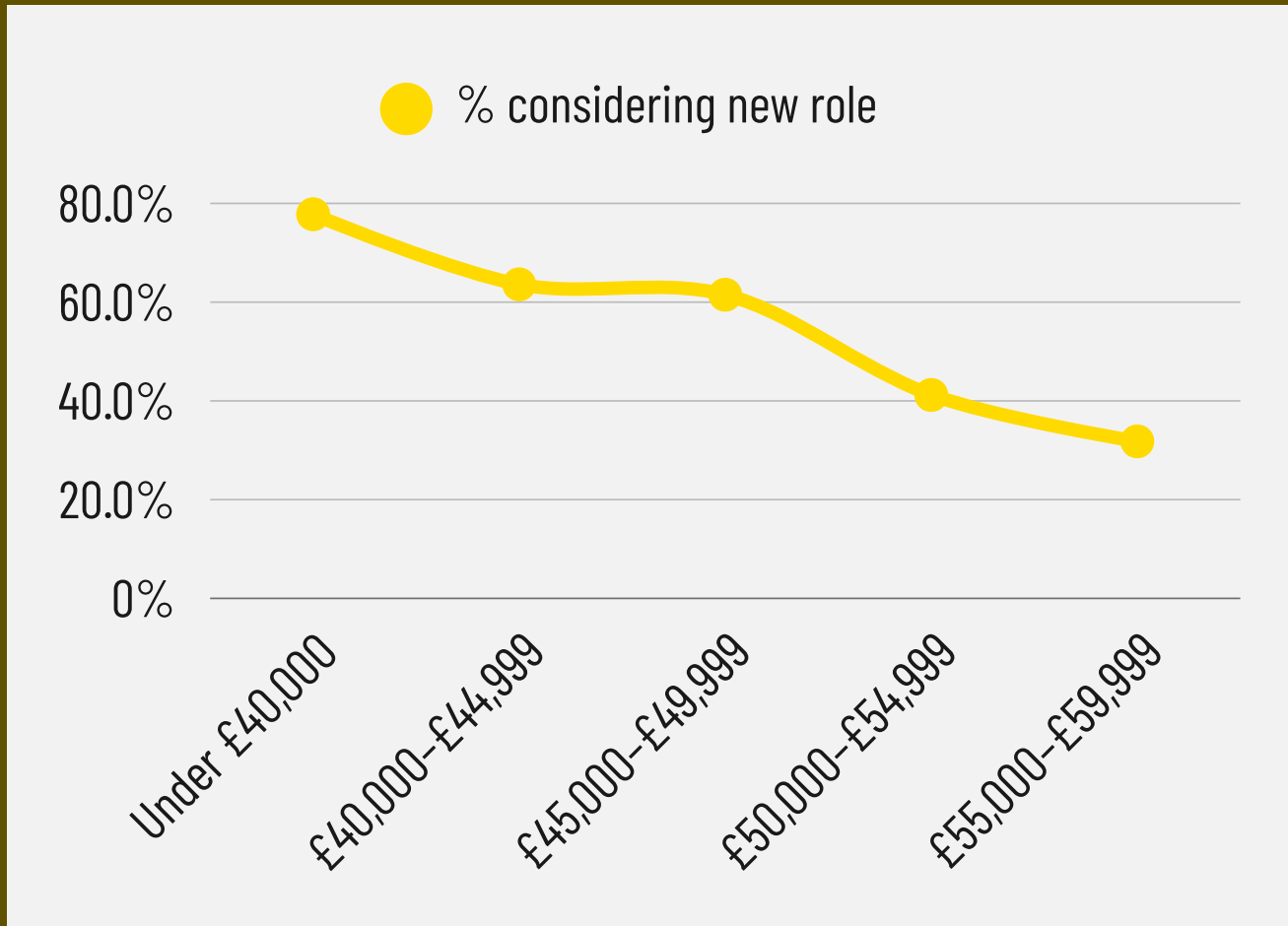
These **active candidates** are looking for a **salary uplift** of approximately **7.4%**.

We've found an interesting correlation between salary & openness to new roles.



There will always be reasons to leave that have nothing to do with money.

- Bad management.
- Commute.
- Shift pattern.
- Lack of progression.
- Culture.



ARE LOWER-PAID MAINTENANCE ENGINEERS MORE LIKELY TO LEAVE?

Our results suggest they are.

Almost 8 in 10 engineers earning below £40,000 are considering changing jobs.

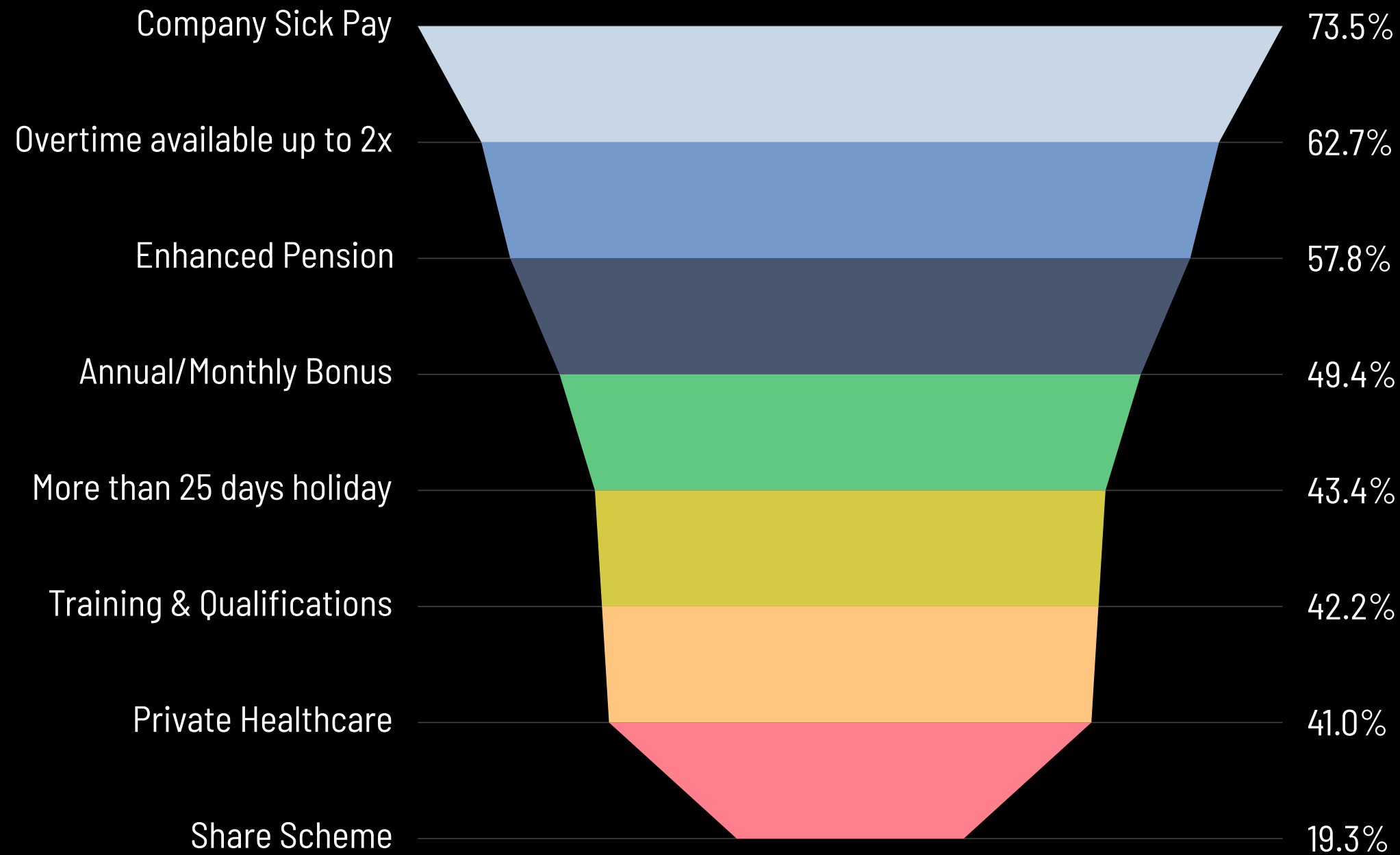
Among those earning £55,000 and more, it's less than a third!

The pattern displayed in the graph is difficult to ignore.

Current salary	Considering another role
Under £40,000	77.8%
£40,000–£44,999	63.6%
£45,000–£49,999	61.5%
£50,000–£54,999	41.2%
£55,000–£59,999	31.8%

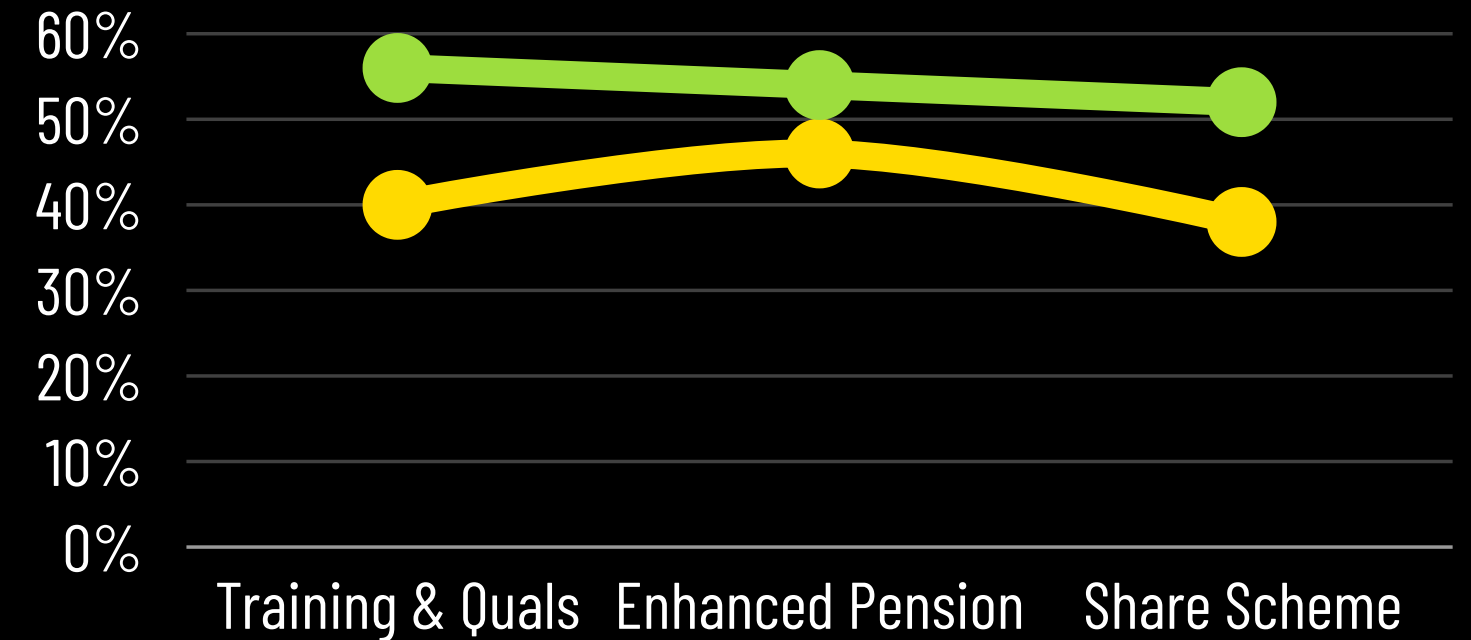
But the data suggests salary remains a significant retention lever.

Some benefits are now far more common than the phrase "competitive package" might suggest...



● % Considering leaving if benefit IS offered

● % Considering leaving if benefit ISN'T offered



...And some benefits show an interesting influence on whether East Mids engineers are considering a new role or not.

WHAT BENEFITS ARE OUT THERE?

WHAT DOES THIS MEAN?

FOR EMPLOYERS

- 01** A package that generated lots of interest previously might now just be seen as average (or below market)
- 02** Mechanical Engineers are particularly worth watching - as more than half are considering another job.
- 03** Don't expect someone to move for £1-2k - respondents wanting a payrise expect around 12%+ on average.
- 04** Pay attention to retention before salaries fall behind.
- 05** Pay isn't the only lever - benefits are important too.

FOR CANDIDATES

Don't benchmark yourself on job title alone.

Think about:

- your electrical and mechanical skillset
- your shift pattern
- your quals and experience
- how much responsibility you carry
- your overtime, pension, and bonus
- your commute
- and what you'd have to give up to move

A pay rise isn't necessarily an improvement if you lose good benefits or a shift pattern that works for you.

Equally, earning less might be worthwhile if moving from shifts to days gives you the lifestyle you want.

CONTACT US

Whether you're looking for a
new role or wanting to recruit.



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