

MAINTENANCE ENGINEER SALARIES 2026

IN THE WEST MIDLANDS

We surveyed **over 180** maintenance engineering professionals from our database based in the **West 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** Engineers working shifts get (on average) a whopping **17.4% premium** over days engineers.
- 02** Under half of the respondents are considering a new role: **45%**
- 03** Average salary expected to move jobs: **£x (x% uplift)** aligning with UK-wide data

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

Shift
Avg: **£53,110**

£50,165
Average Salary
**(including Maintenance
Engineers on days & shifts)**

Days
Avg: **£45,257**

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

Mechanical = 8.9% increase

Electrical = 7.8% increase

Multi-Skilled = 3.7% increase

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

£46,465

MECHANICAL

£49,188

ELECTRICAL

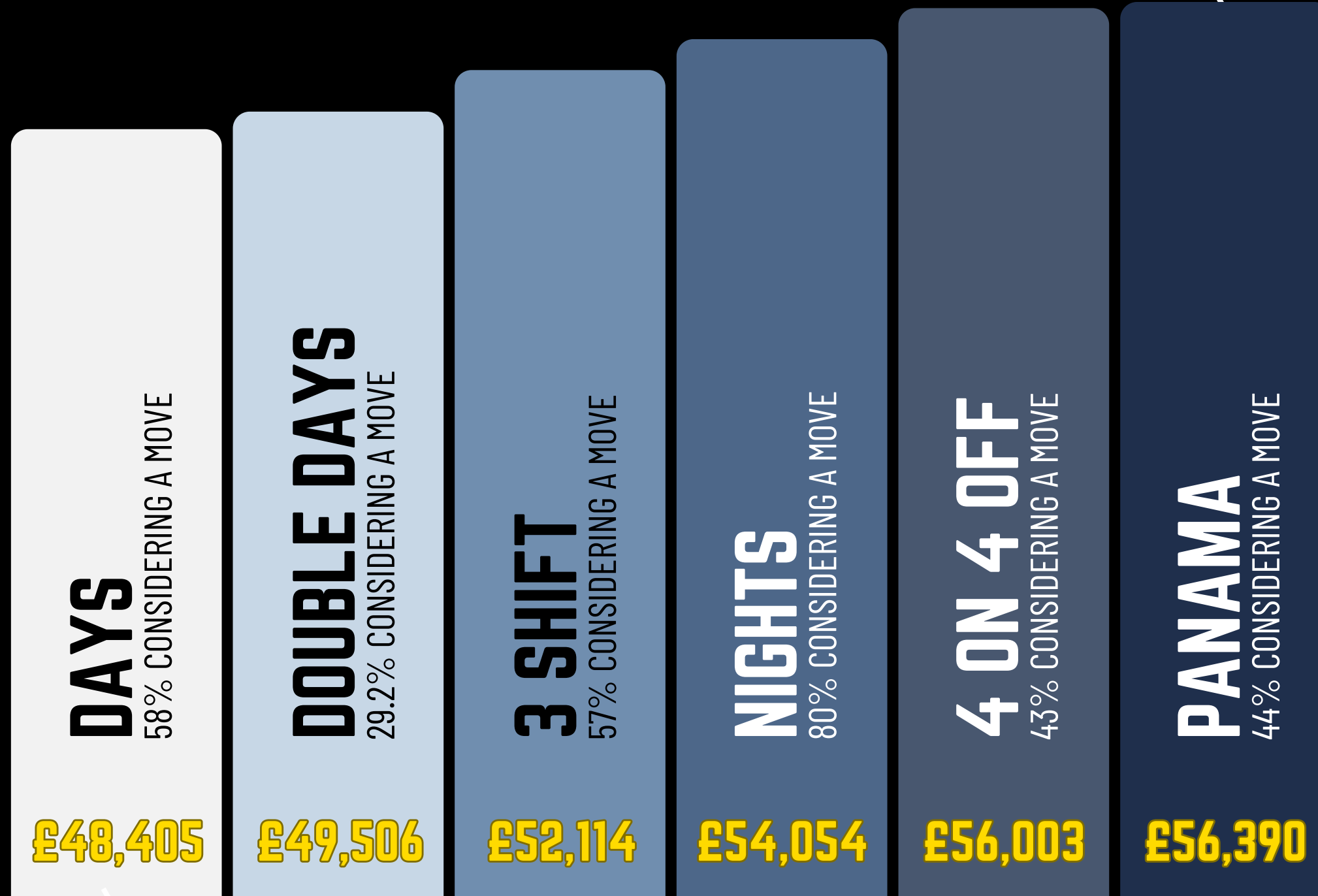
£51,663

MULTI-SKILLED

SALARY BASED ON SKILLSET

PANAMA

Often has increased compensation due to unsociable hours from the mixture of days, nights and weekend work.



DAY SHIFTS

Earn the least because there's less demand during standard hours, leading to fewer financial incentives like shift differentials or overtime pay.

AVERAGE PAY FOR EACH SHIFT? & POTENTIAL INFLUENCE OF SHIFT ON ENGINEER RETENTION?

80% of West Mids Nights Engineers are considering a new role.

Not surprised by this as Nights roles aren't very popular - it's the marmite of shift patterns.

What's surprising is that...

Almost 3 in 5 days engineers are open to a move.

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

SALARY BASED ON JOB TITLE

Maintenance Team Leader
£58,367



Maintenance Engineer
£50,165

So moving from Engineer to **Team Leader corresponds to roughly £8,200 / 16% more** than Maintenance Engineers (average taking into account all biases).

Maintenance Manager and 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...

45% of the engineers in our data set **said “YES”** (which is lower than what we saw in the East Mids and at a national level).

Out of these **active candidates**, those after a pay rise want **11.7% more** on average.

Nearly 57% of Days engineers are considering a move, compared with 38% of shift engineers.

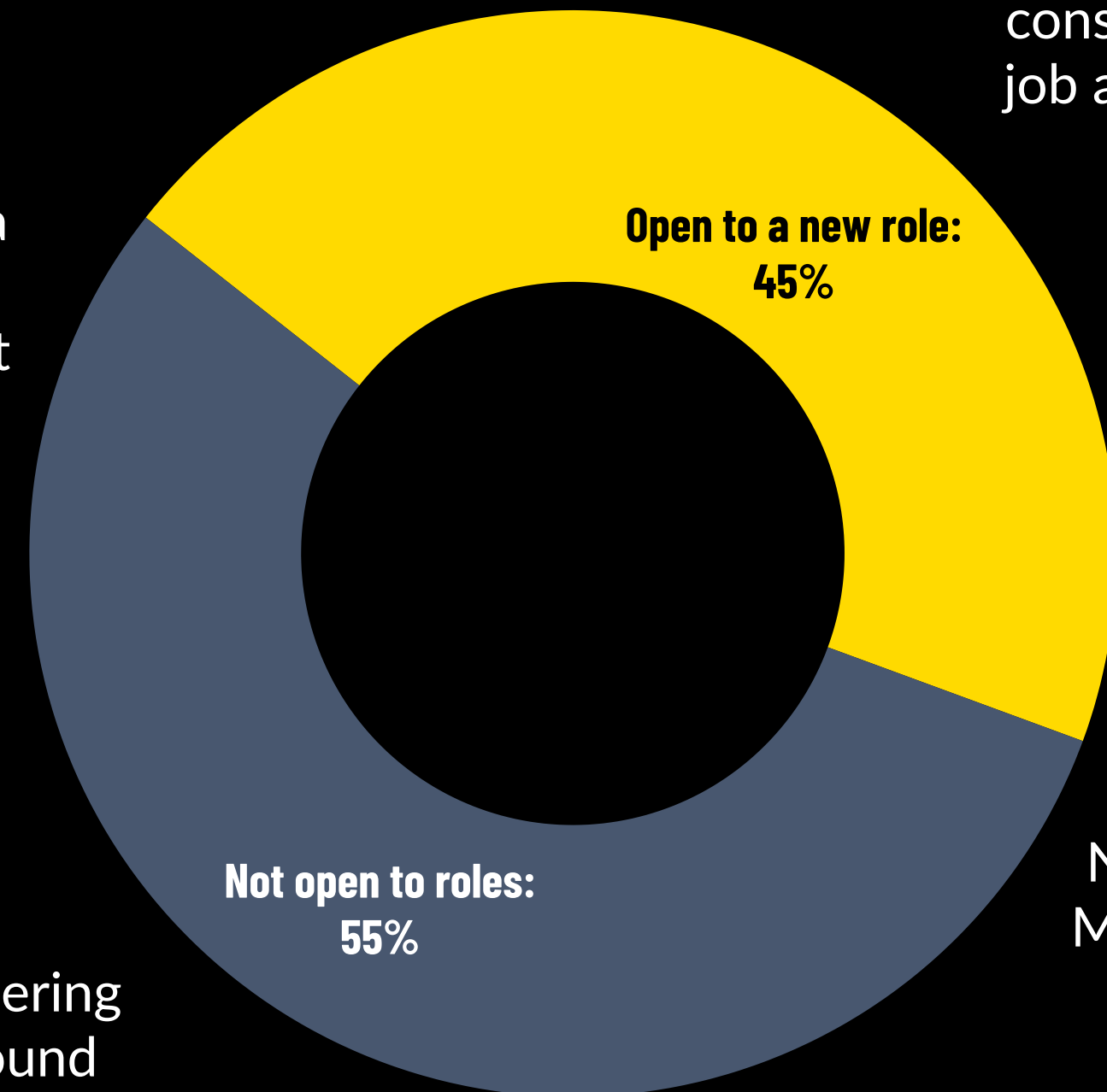
Engineers considering a move are earning less and receive fewer benefits.

Those earning below £45k are more than twice as likely to be considering another job as those earning over £55k.

Engineers considering a move earn around £5.3k less than those wanting to stay put.

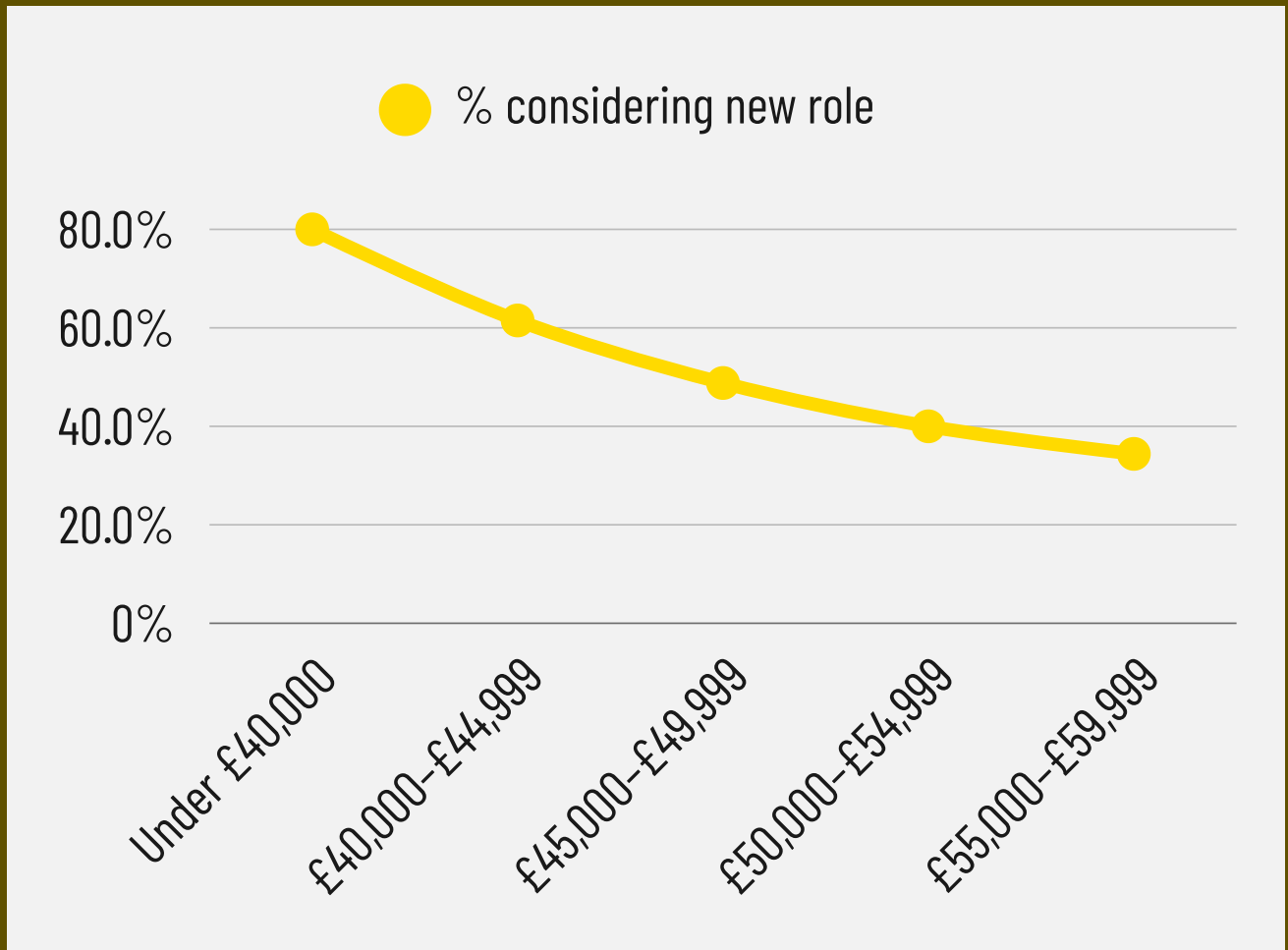
Passive engineers cost more to tempt away.

Nearly ⅔ of West Mids Maintenance Engineers considering a move are Multi-Skilled.



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

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



Current salary	Considering another role
Under £40,000	80%
£40,000–£44,999	62%
£45,000–£49,999	49%
£50,000–£54,999	40%
£55,000–£59,999	34%

But the data suggests salary remains a significant retention lever.

ARE LOWER-PAID MAINTENANCE ENGINEERS MORE LIKELY TO LEAVE?

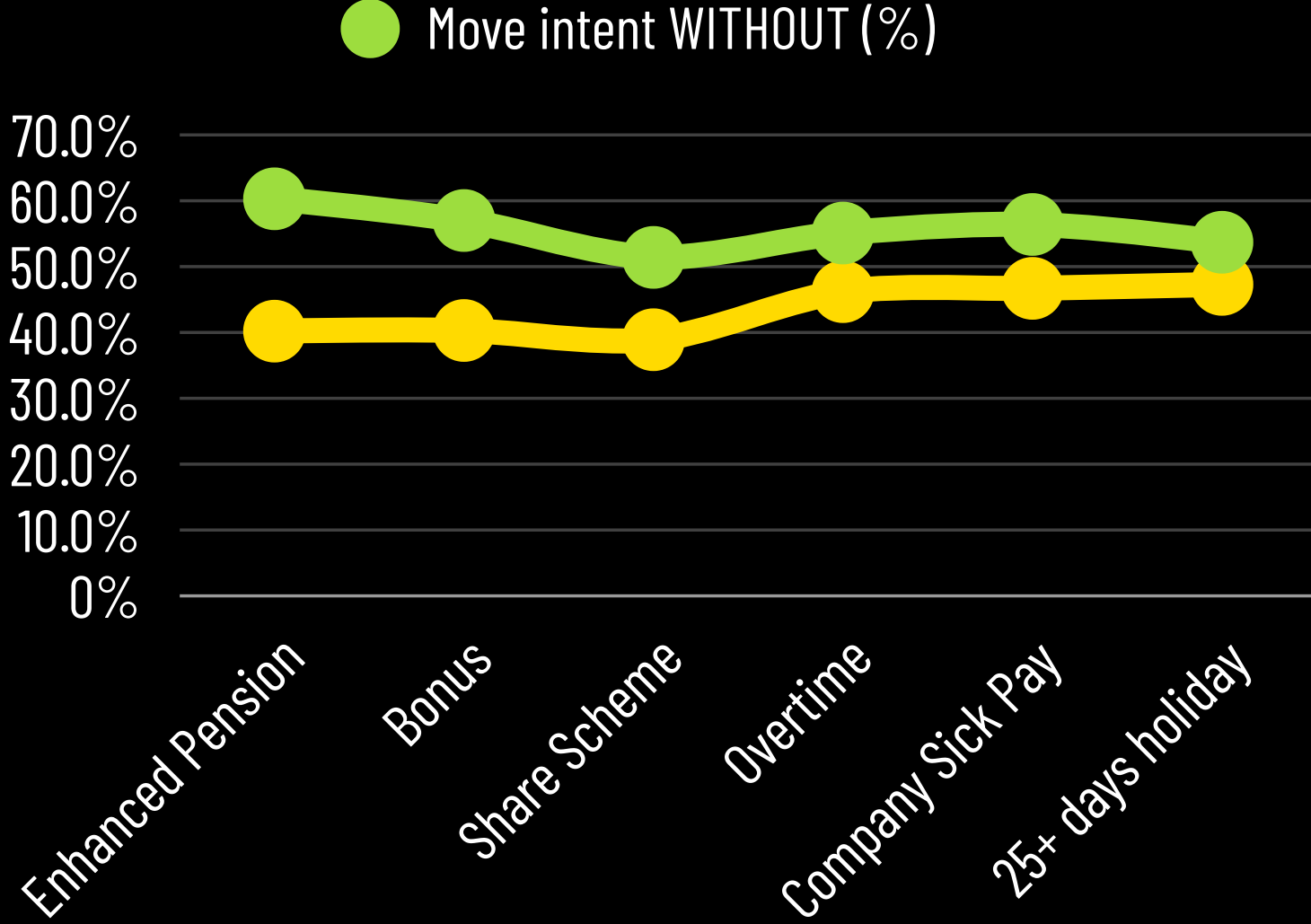
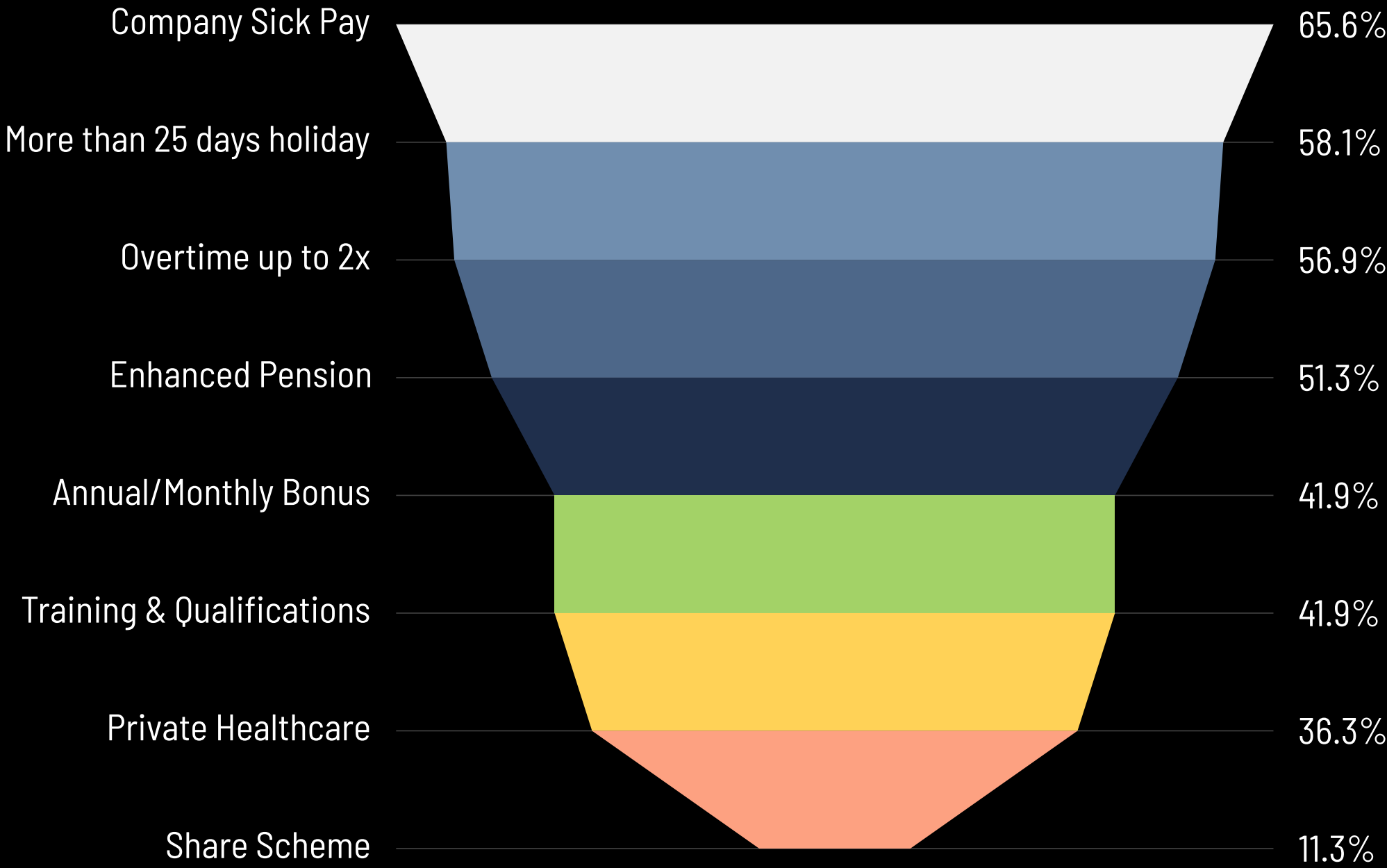
Our results suggest they are.

4 in 5 engineers earning below £40,000 in the West Mids are considering changing jobs.

Among those earning over £55,000, that falls to roughly 1 in 3.

The pattern displayed in the graph is difficult to ignore.

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



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

WHAT BENEFITS ARE OUT THERE?

WHAT DOES THIS MEAN?

FOR EMPLOYERS

- 01** Shift pay matters more in the West Midlands than the headline average suggests.
- 02** Retention risk is much higher at the lower end of the market.
- 03** Multi-Skilled Engineers are the group to watch – almost $\frac{1}{2}$ are considering another role, and they make up $\frac{2}{3}$ of the maintenance engineers open to moving.
- 04** Don't rely on salary alone – engineers staying put receive around 19% more benefits on average.
- 05** Enhanced pension and bonus stand out – those with these benefits are less likely to be considering a new role.

FOR CANDIDATES

Don't compare your salary with one headline number.

Think about:

- whether you work Days or shifts (& what pattern)
- your electrical, mechanical or Multi-Skilled bias
- your quals and technical experience
- your overtime opportunities
- your pension, bonus and holiday
- your level of responsibility
- and what you'd actually gain or lose by moving

A higher basic salary isn't always a better package if you lose enhanced overtime, pension, holiday or bonus.

Equally, a Days role on slightly less money might still be the better move if work-life balance is your priority.

CONTACT US

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



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