STIRLING WARRINGTON

SPECIALISTS IN RECRUITING SPECIALISTS

# MAINTENANCE ENGINEER SALARIES 2026

## IN THE UK



We surveyed **over 500** maintenance engineering professionals from our database, asking about their current salary, shift pattern, location, benefits, whether they are considering changing jobs and the salary they would expect if they did.

***Here are 3 key facts:***

**01** Engineers working shifts get (on average) a **9.8% premium** over engineers working days.

**02** Maintenance Engineers considering a new role: **52%**

**03** Average salary expected to move jobs: **£54,697 (7.6% uplift)**

*Next we'll look into regional, skillset, and shift differences.*
***There are loads of interesting insights to share with you, so keep reading!***

*Shift Avg:* **£53,212**

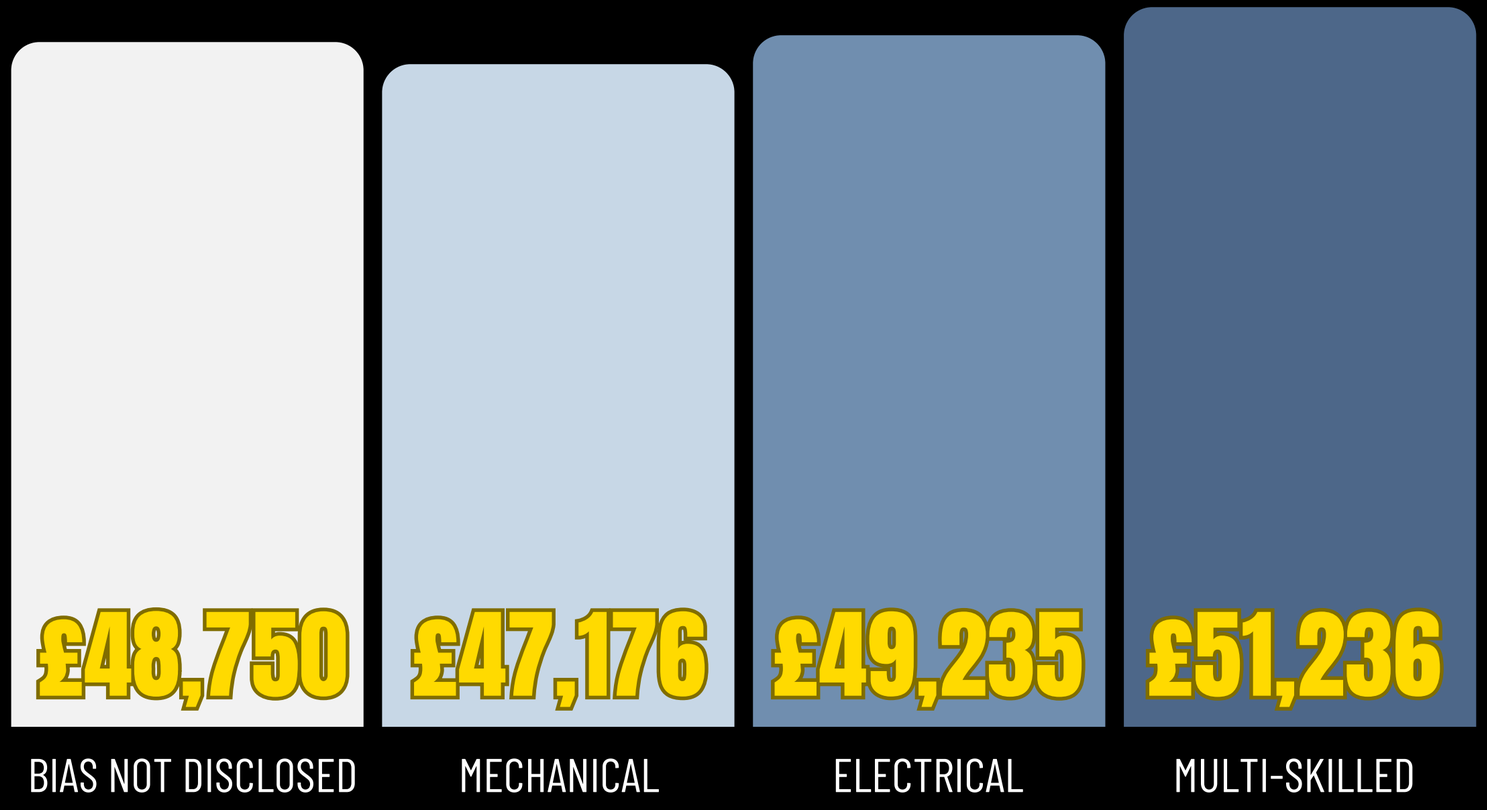
**£51,040**
*Average Salary*
**(including days & shifts)**

*Days Avg:* **£48,479**

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

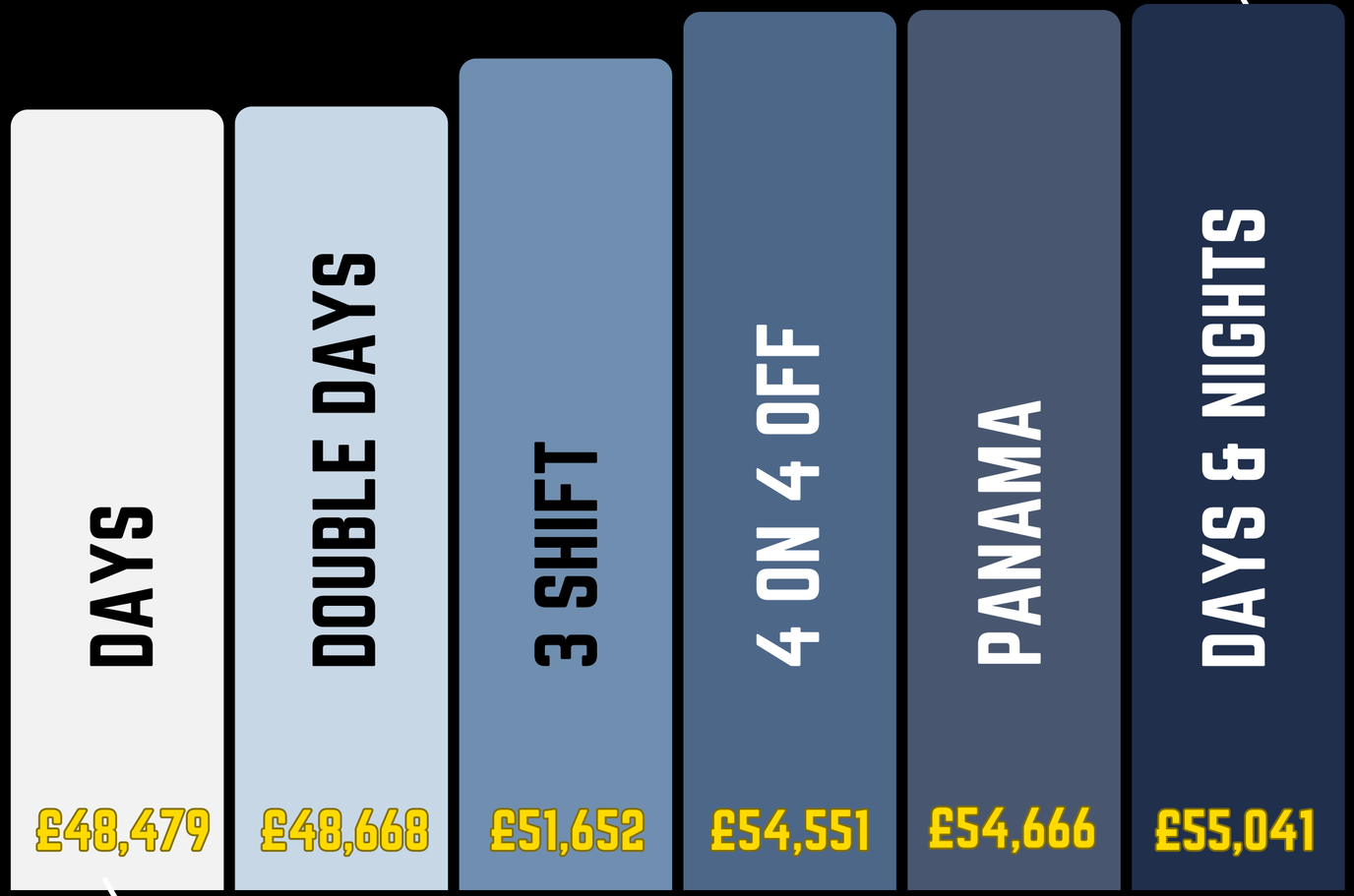
*Mechanical = 8.9% increase*
*Multi-Skilled = 7.1% increase*
*Electrical = 6.5% increase*

*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 routuine and therefore leads to increased compensation.




**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?

***Highest paying on average = Days & Nights (£55K)***

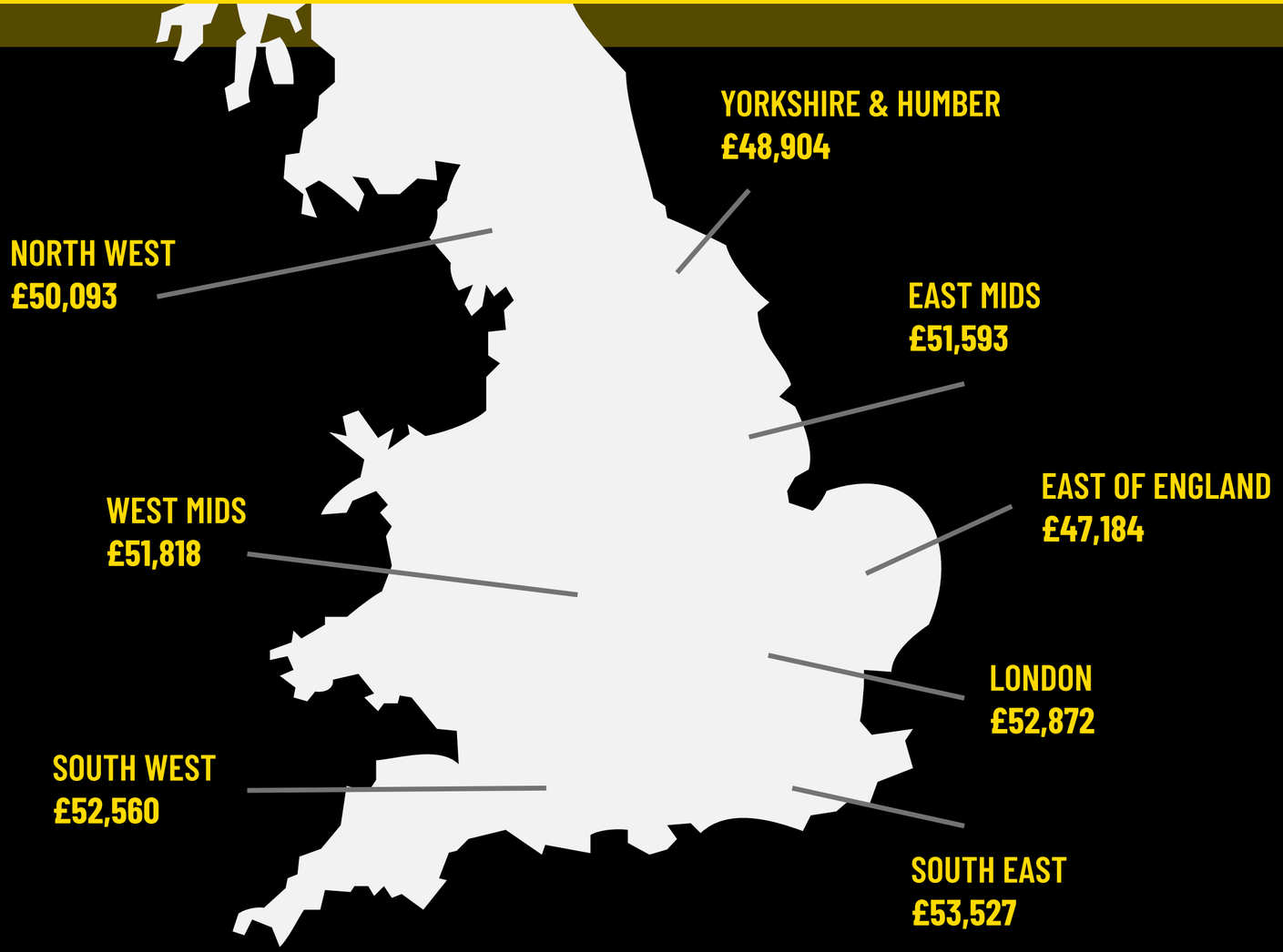
*This could include those on a variety of shifts that include a mixture of day and night shifts.*

***Lowest paying on average = Days (£48.5K)***

*This definitely makes sense. As we've covered before, unsociable hours come with a shift premium.*

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

# SALARY BASED ON REGION




Unsurprisingly, London and the South East are among the highest-paying locations in our data.

But salary alone isn't the most interesting regional finding. **Candidate mobility varies considerably.**

Nearly over 60% of London and Yorkshire respondents said they were considering a new role.

**There's also evidence of salary pressure in some lower-paying regions.**

Engineers in the East of England reported an average salary of around £47,200, but an average expected salary of almost £55,000 if they were to move.

That's a sizeable gap.

# MAINTENANCE ENGINEERS CONSIDERING A MOVE

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

*and...*

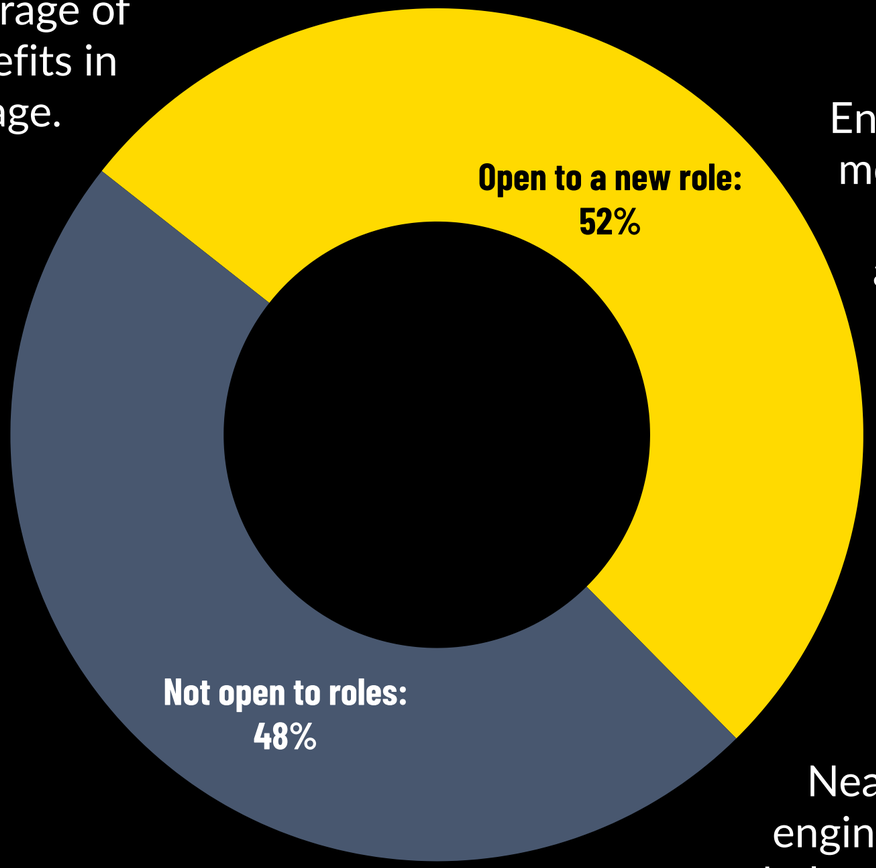
**52%** *of the engineers in our data set* **said "YES"**

These **active candidates** are looking for a **salary uplift** of approximately **6.6%.**

Whereas the average uplift is around **8.6% for passive candidates.**

Engineers considering a move are earning less.

Engineers considering a move receive an average of 20% less benefits in their package.




Mechanical Engineers are the most likely to be considering another role.

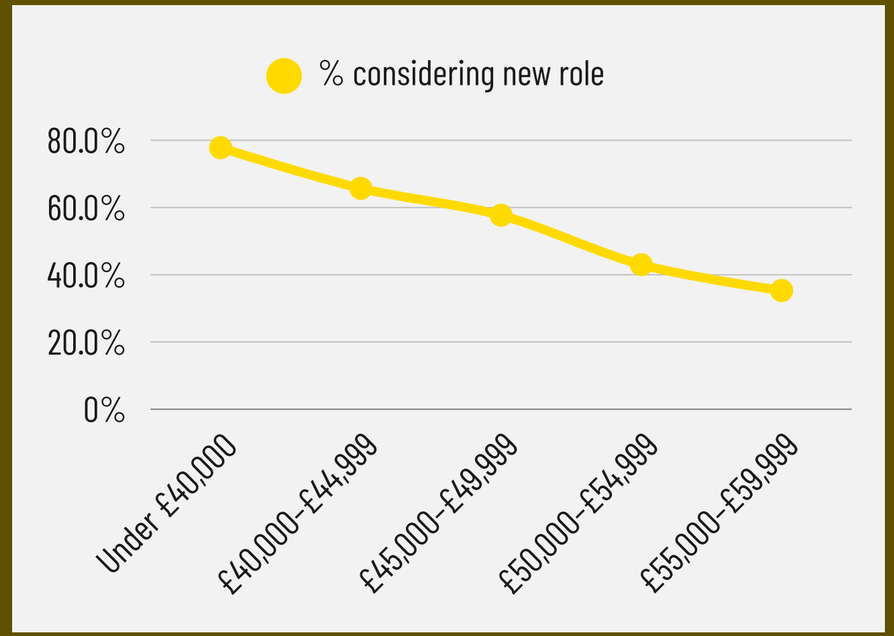
Nearly half of the active market works days.

Nearly 8 in 10 engineers earning below £40,000 are considering another job.

Passive engineers cost more to tempt away.

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 | 77.8% |
| £40,000–£44,999 | 65.7% |
| £45,000–£49,999 | 57.7% |
| £50,000–£54,999 | 43.0% |
| £55,000–£59,999 | 35.3% |

But the data suggests salary remains a significant retention lever.

# ARE LOWER-PAID MAINTENANCE ENGINEERS MORE LIKELY TO LEAVE?

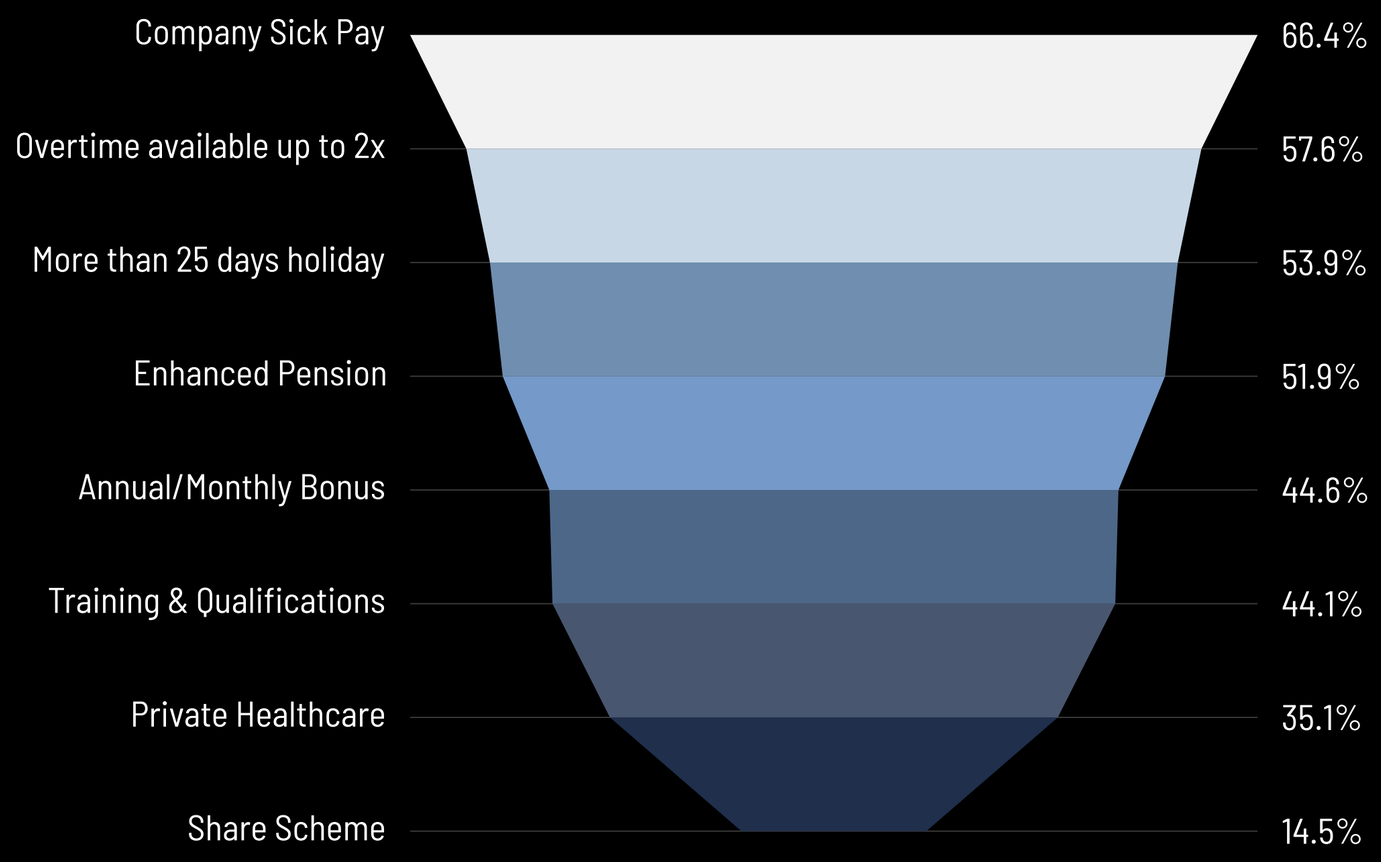
***Our results suggest they are.***

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

*Among those earning £55,000–£59,999, it's closer to 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.




Engineers <u>not</u> currently considering moving jobs reported an average of

**4.03 benefits**

which works out as <u>20% more</u> benefits than those considering a new role

# WHAT BENEFITS ARE OUT THERE?

# WHAT DOES THIS MEAN?

## FOR EMPLOYERS

01 Benchmark against what engineers expect – not just what competitors advertise.

02 Think in percentages when trying to attract a passive candidate.

03 Don't underestimate the shift premium.

04 Pay attention to retention before salaries fall behind.

05 Benefits can strengthen retention.

## FOR CANDIDATES

Don't benchmark yourself on job title alone.

Think about:

- Your engineering bias.
- Your shift pattern.
- Your location.
- Your technical skills.
- Your qualifications.
- Your management responsibilities.
- Your total benefits package.
- Overtime and bonus opportunities.

And when considering another job, compare the whole package.

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# CONTACT US

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

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