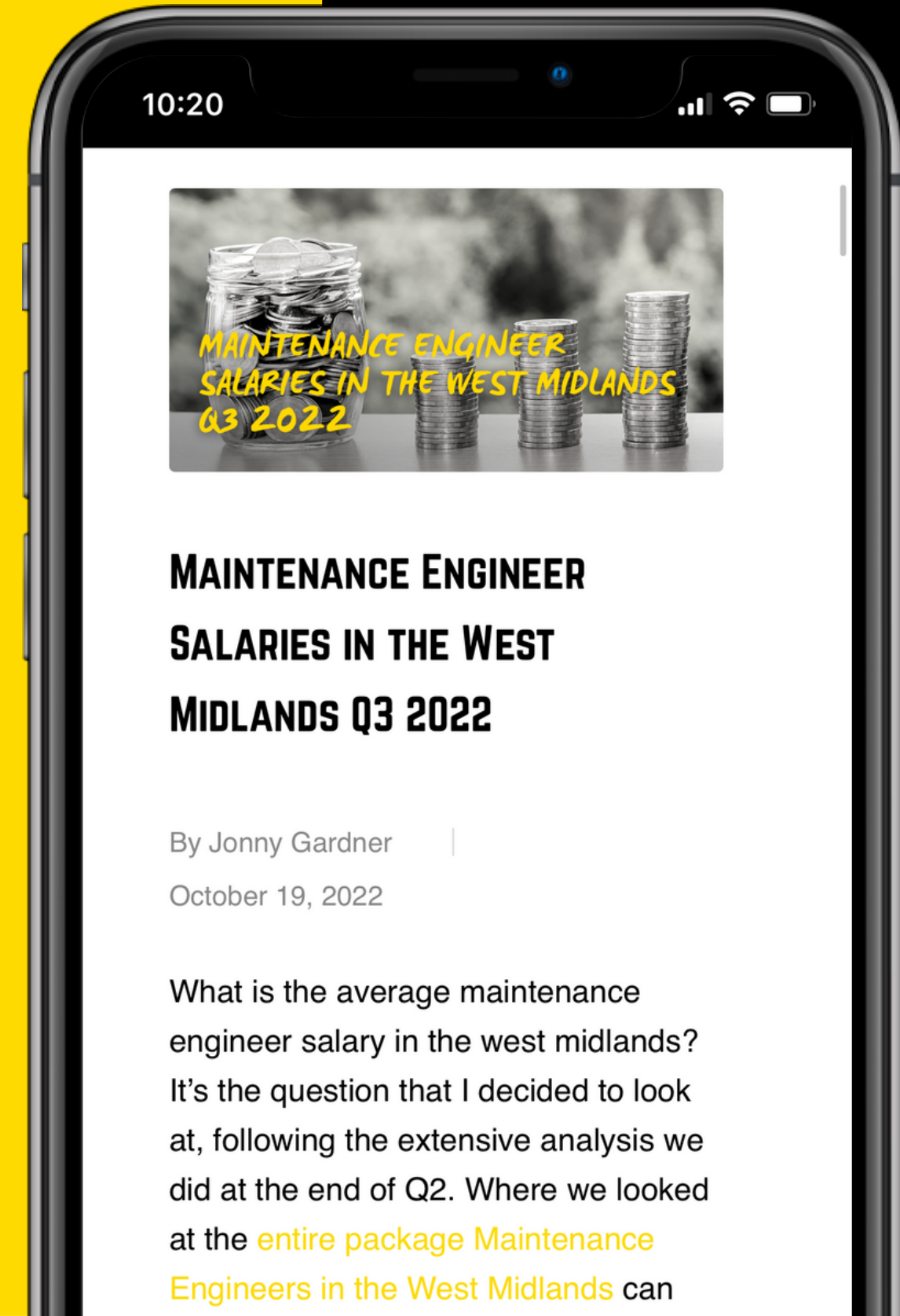


Q3 2022

MAINTENANCE ENGINEER SALARIES IN THE WEST MIDLANDS



What are companies paying their engineers?



HOW DID WE DO THE RESEARCH?

We analysed 178 adverts between July - September 2022 to see what employers are paying. We also compared this against the research we conducted in Q2 to create a thorough picture. We looked at salaries per:

- Shift
- Location
- The general average of the county

Keep reading to find out more!

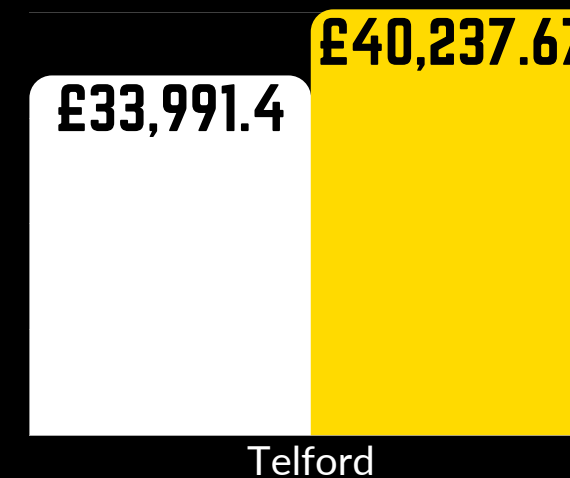
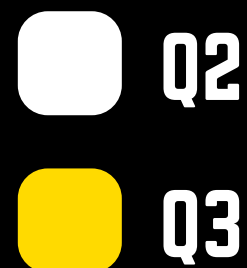
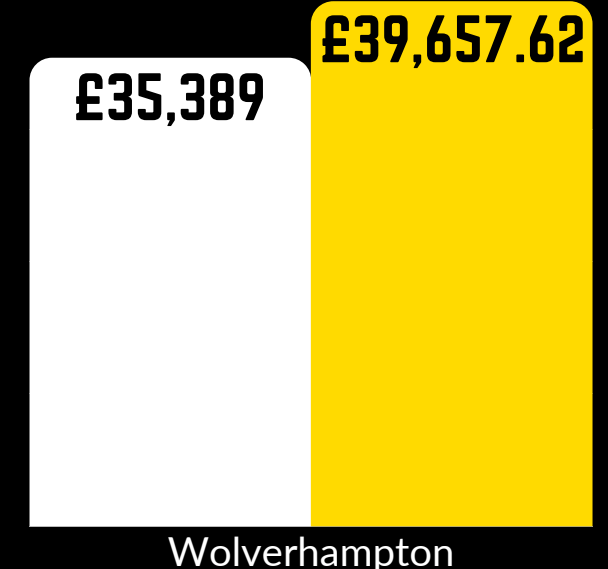
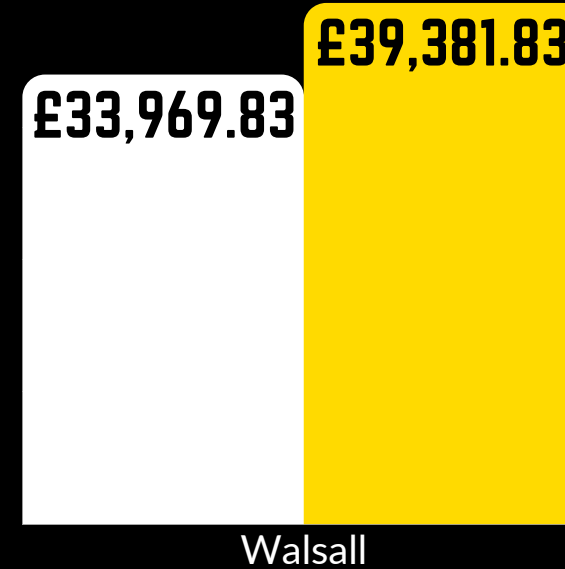
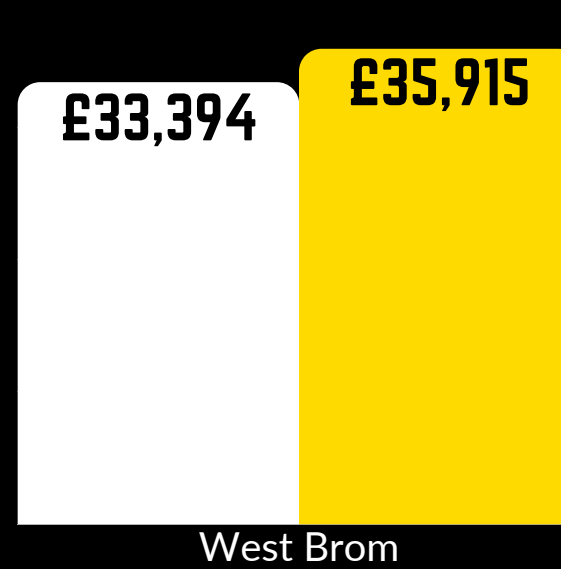
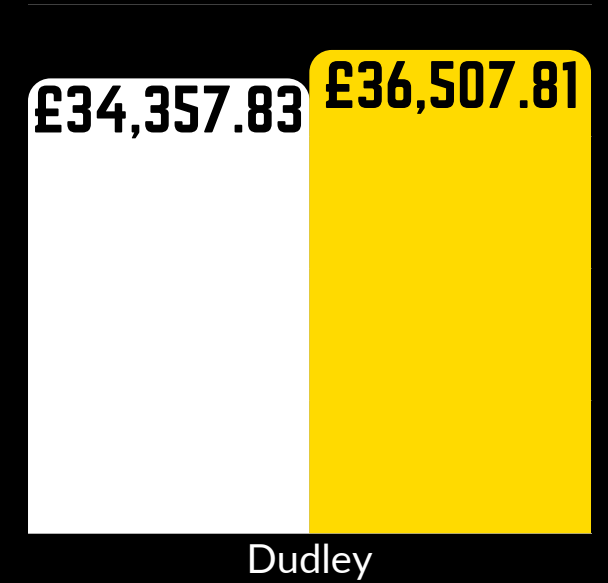
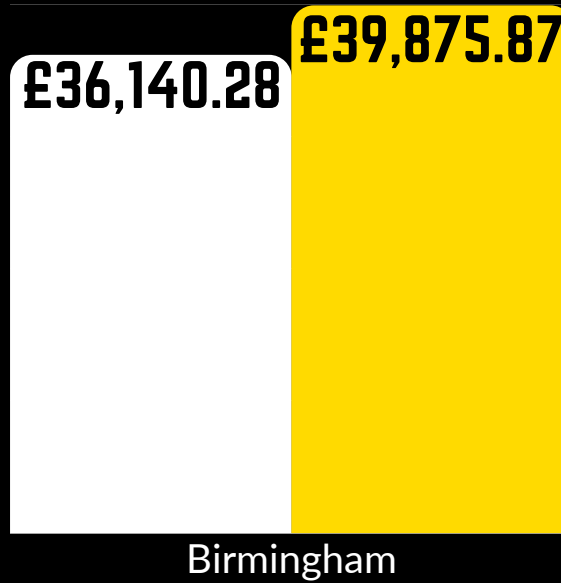
SALARIES FOR THE COUNTY

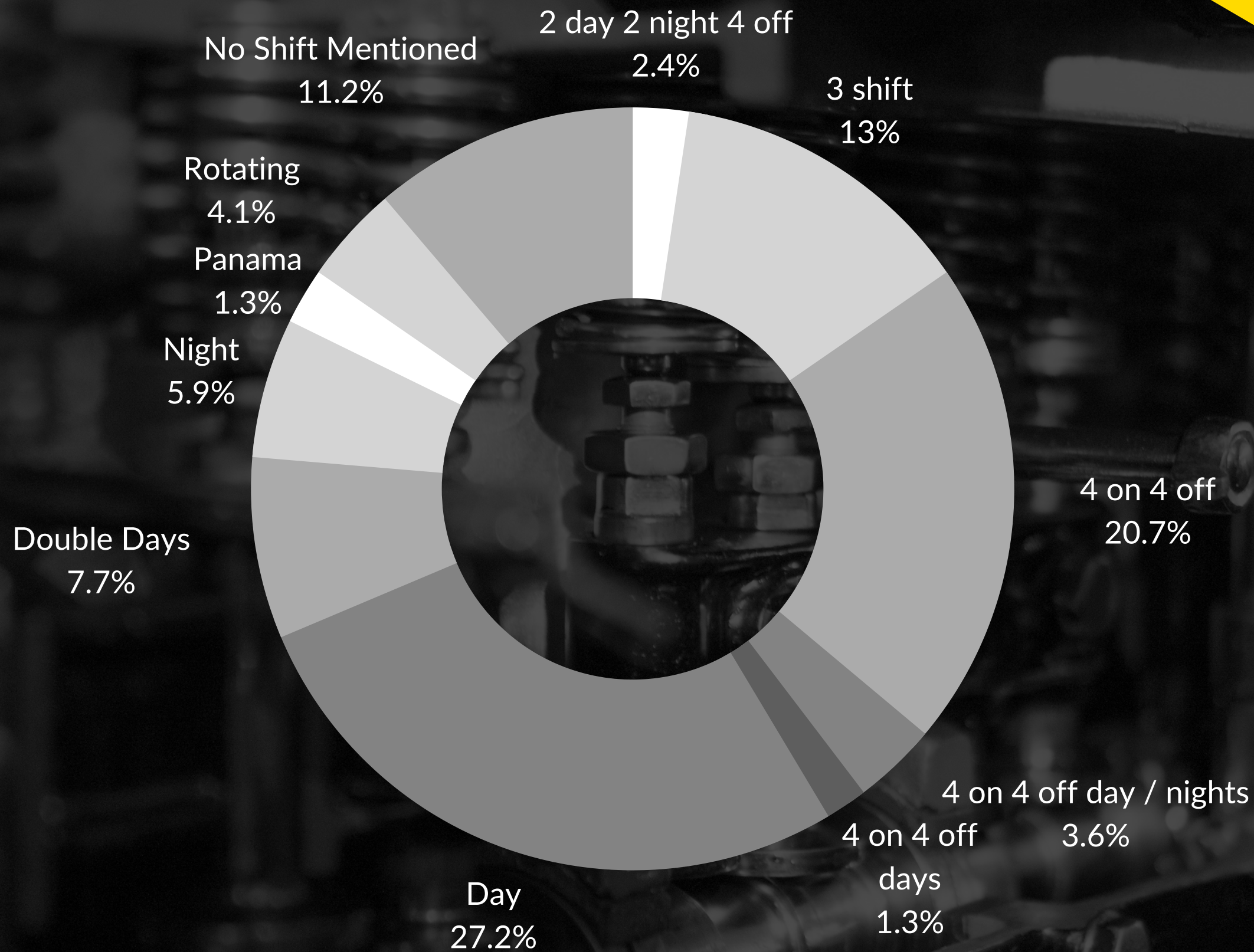
ALL ON THE RISE



When we compared the salaries against the research we did in Q2, every area had increased. The increase varied between 3 - 10 %. To the right is each breakdown.

SPECIALISTS IN RECRUITING SPECIALISTS





SHIFT BREAKDOWN FOR THE WEST MIDLANDS

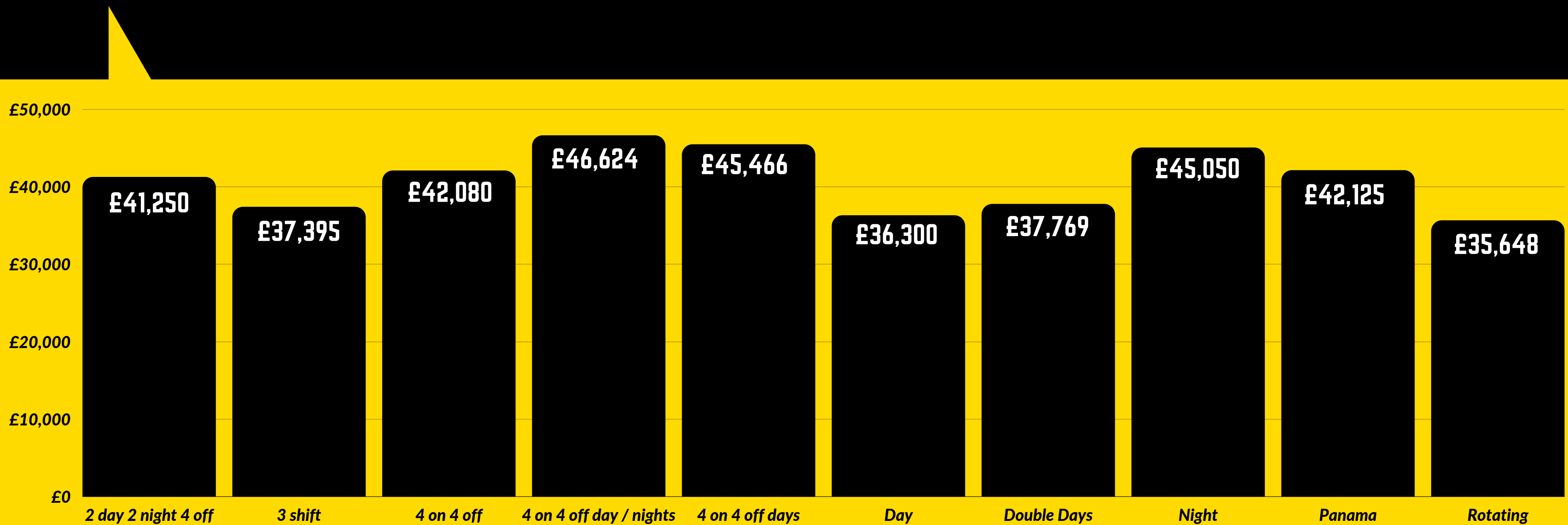
Here is the breakdown of the shifts we saw in the West Midlands, along with how frequently they were offered. We broke down the 4 on 4 off shift (or continental shift) so much to give you a precise detail into the hours that engineers are working.

However, we're hearing a lot of negativity around shift-based work. Many now dislike the 4 on 4 off shift days/nights mix, due to the impact it has on an engineer's work-life balance. In fact, we are seeing more businesses struggle to recruit for shifts like this, because of the change in engineers' work-life balance expectations. It will be interesting to see how organisations can work with engineers to meet their needs and 24/7 manufacturing requirements.

WHAT DO THESE SHIFTS PAY?

As a base wage.

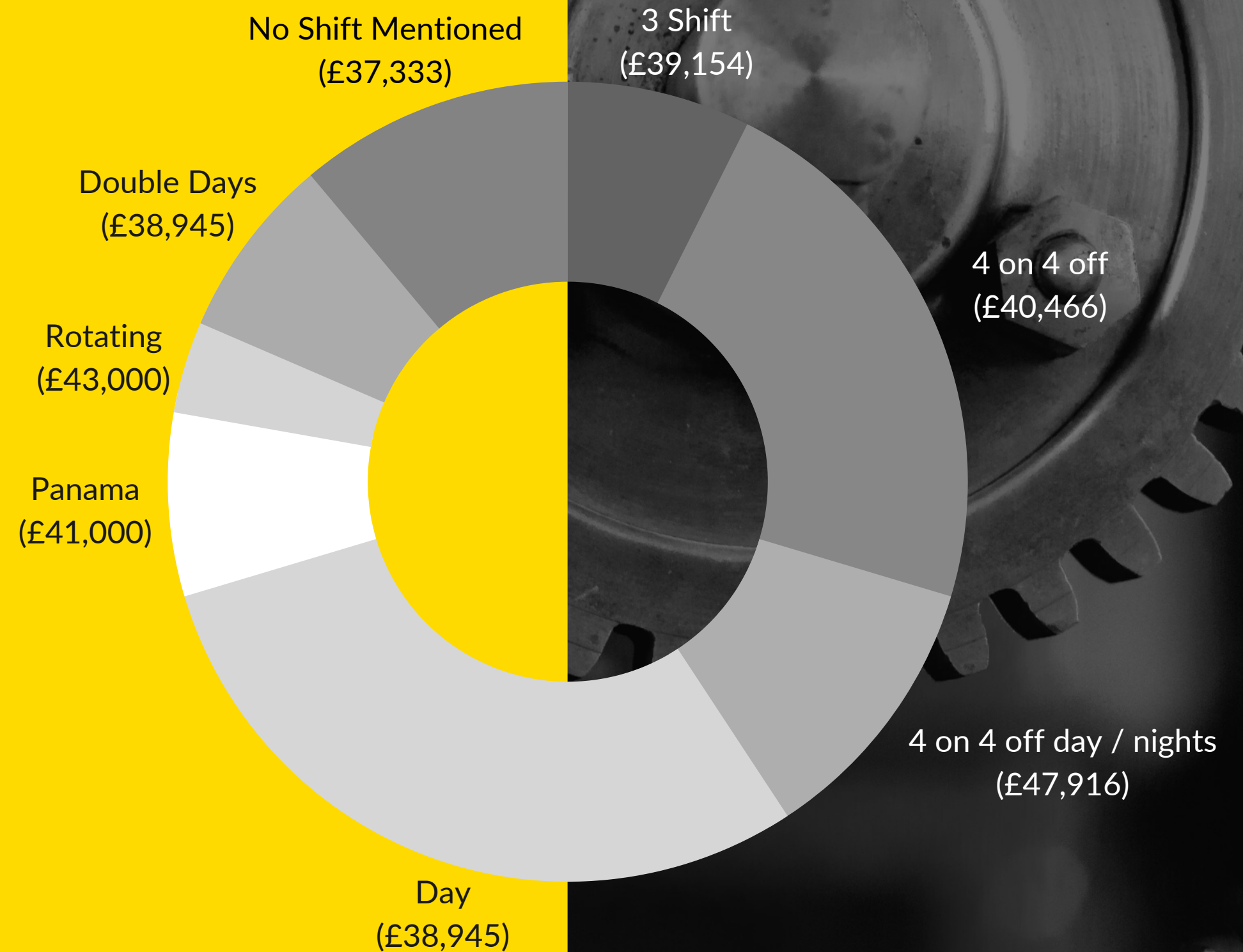
Next, we broke down the salary per shift. As you can see, any shift that had some form of unsociable working hours paid more. This makes sense as engineers will want to be compensated for working these hours.



SALARIES IN TELFORD

The area with the highest salary average in the West Midlands.

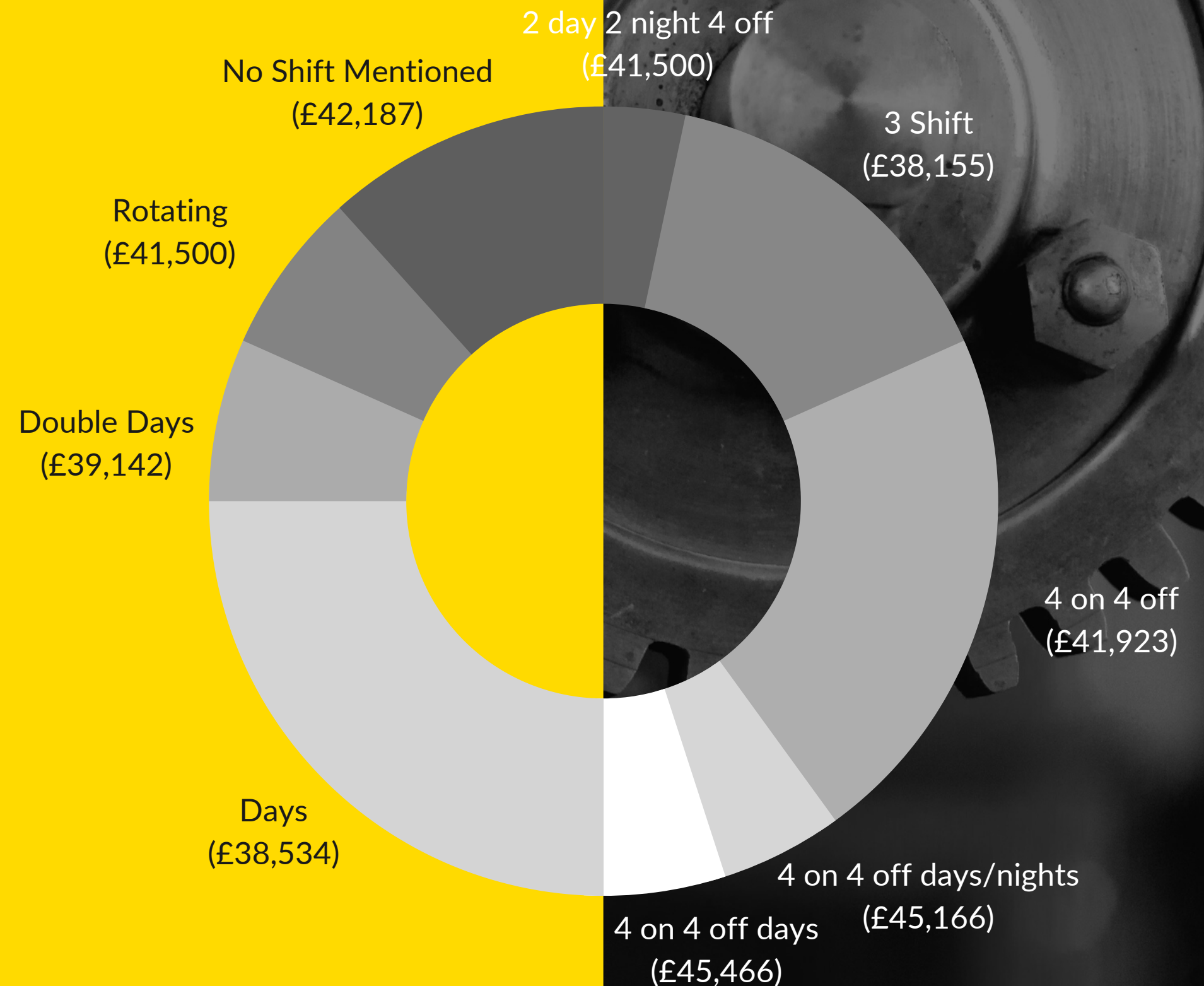
Overall, Telford had a varied mix of shifts available and the town had the highest salary average. One of the reasons why Telford claimed the top spot for the average salary is because of the high number of shift-based work in the area. As this typically pays more than non-shift work. On top of this, the area has strong ties in the food and drink, agri-tech, advanced manufacturing and automotive industries. The automotive sector in particular is a high-paying industry. So this can also link to the higher salary average.



SALARIES IN BIRMINGHAM

The city claimed 2nd place in our findings.

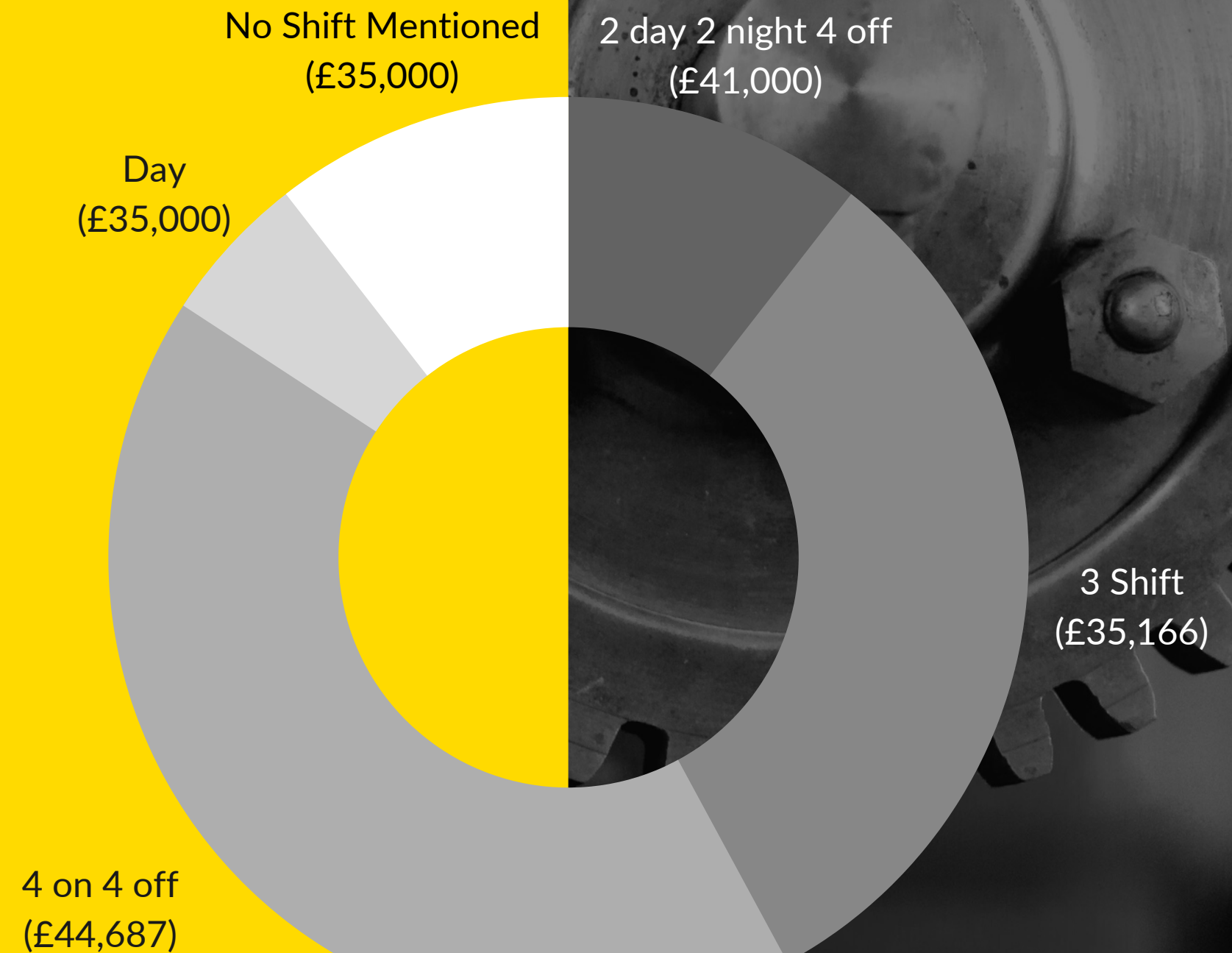
We were surprised that Birmingham wasn't in the top spot. As a central point in the West Midlands with good travel connections. However, the city is known for its metal manufacturing, fabricated metal product manufacturing, food processing and printing industries. All of which as seen some sort of decline in recent years. So, this could be a reason why the salary average fell behind Telford. However, it was disappointing to see that a few companies chose not to disclose a shift in their adverts. Especially as these roles had a high basic average.



SALARIES IN WOLVERHAMPTON

This town had the 3rd highest salary average

Wolverhampton is an interesting one. As the council are having a huge push on digital innovation and evolution. So it was interesting that it claimed the 3rd spot in our report. However, with manufacturing firms such as Jaguar Land Rover, Collins Aerospace and Marston's all in the area, it does make sense that the area would hold a competitive salary average. Again, the area had a strong shift focus which would be contributing to the higher average.



SALARIES IN WALSALL

Coming in the middle

Walsall became internationally famous within the leather industry. The area is known for its saddle-making and iron/brass founding. On the whole, the industries that its linked with typically pay lower (sectors like quarrying, metalworking and plastics). So this could be with it sitting in the middle of our salary averages. Walsall was one of the few areas reviewed to regularly offer permanent night shifts, which is interesting as this is becoming a more undesirable shift type for engineers. Especially within the newer generation that is coming into the industry.

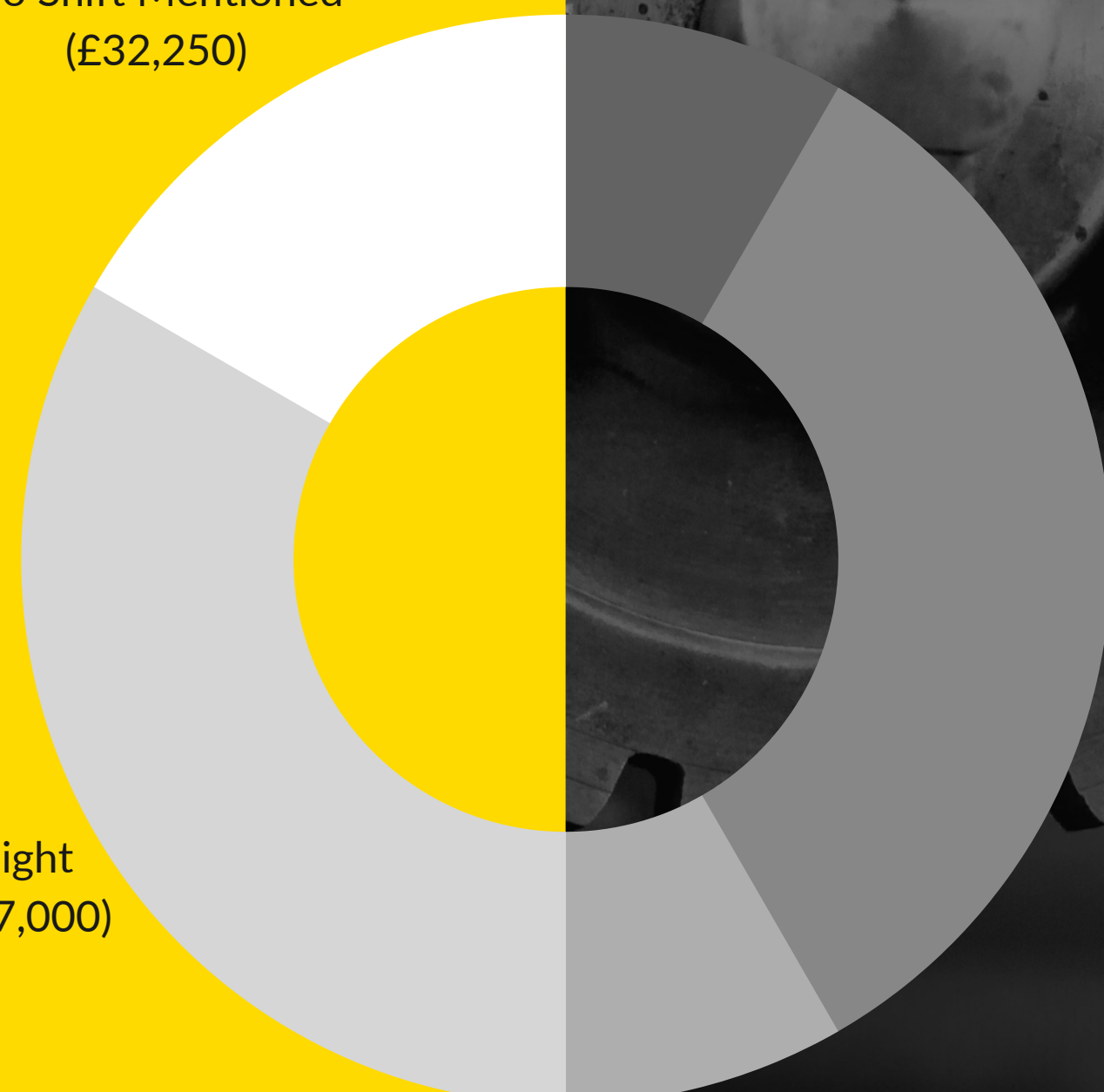
No Shift Mentioned
(£32,250)

3 Shift
(£40,000)

4 on 4 off
(£35,625)

Night
(£47,000)

Days
(£37,582)



SALARIES IN COLESHILL

Another mid-league salary.

Whilst the area is an industrial hub with strong transport connections, we found that it didn't have a rich mix of industries. The area has been recognised for this with companies like Aggregate industries setting up a new site here. That being said, a lot of automotive companies have set up in the area. So, whilst the salary is low at the moment the area could creep up because of these links.

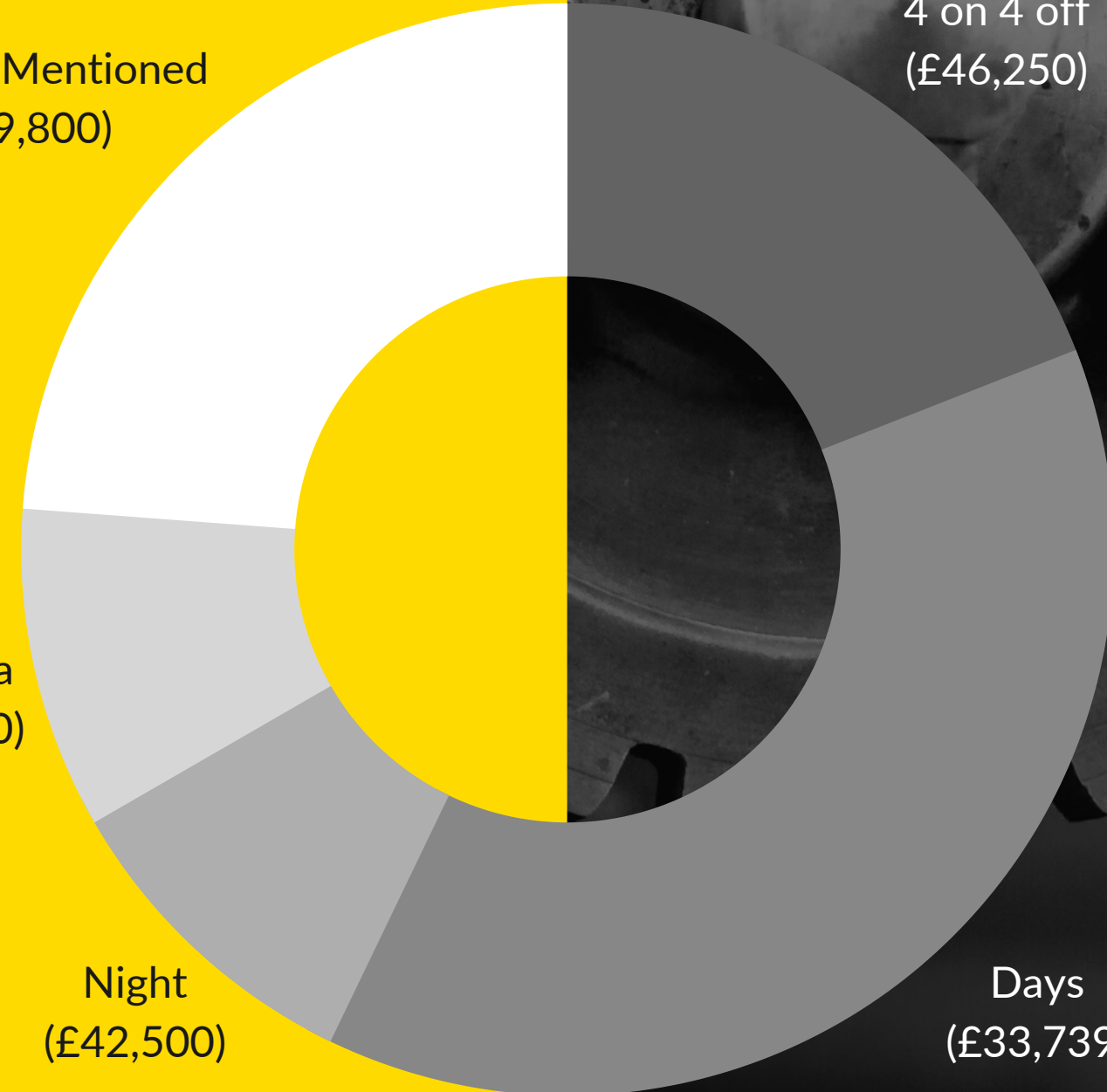
No Shift Mentioned
(£39,800)

Panama
(£43,250)

Night
(£42,500)

4 on 4 off
(£46,250)

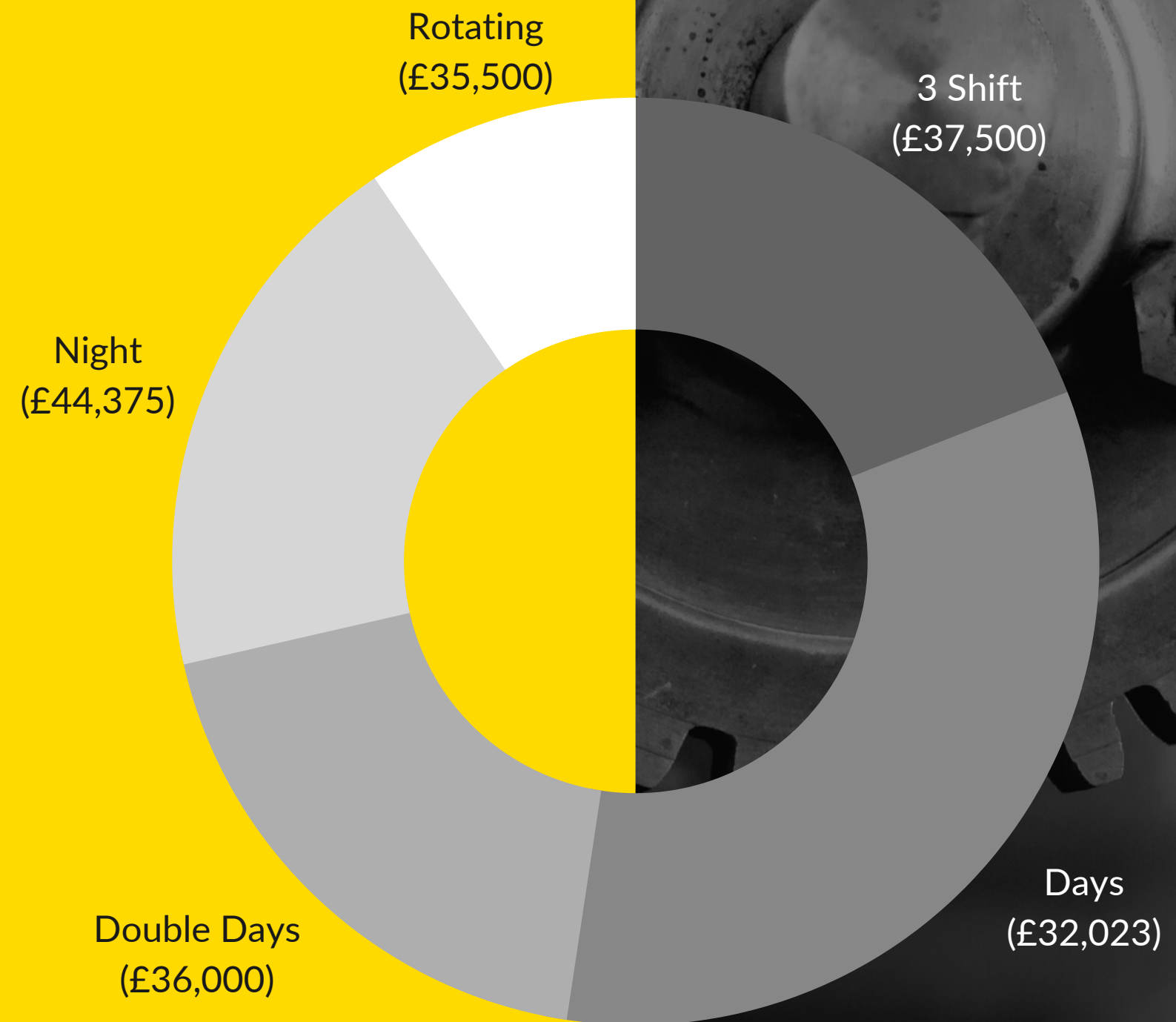
Days
(£33,739)



SALARIES IN DUDLEY

Second to last in our report!

This area became known because of its mineral wealth. However, a lot of these industries have had a serious decline in recent years, like coal, and iron ore. Although it's other sectors, like limestone and fireclay, do pay quite well. So this might be what is saving the area from the bottom spot. West Brom did claim the last spot, but we didn't find enough shift variety to produce a details report like this.



WHAT IS CAUSING THE RISE?

Soaring Costs Of Living

Everything is going up. From food to petrol. So, engineers are now looking for a higher base salary to keep on top of these rising costs.

The Retention Battle

As a result of the skills shortage we're in, companies are in a fierce retention battle. So, companies continue to increase salaries to keep engineers.

The Expectation of Maintenance Engineers →

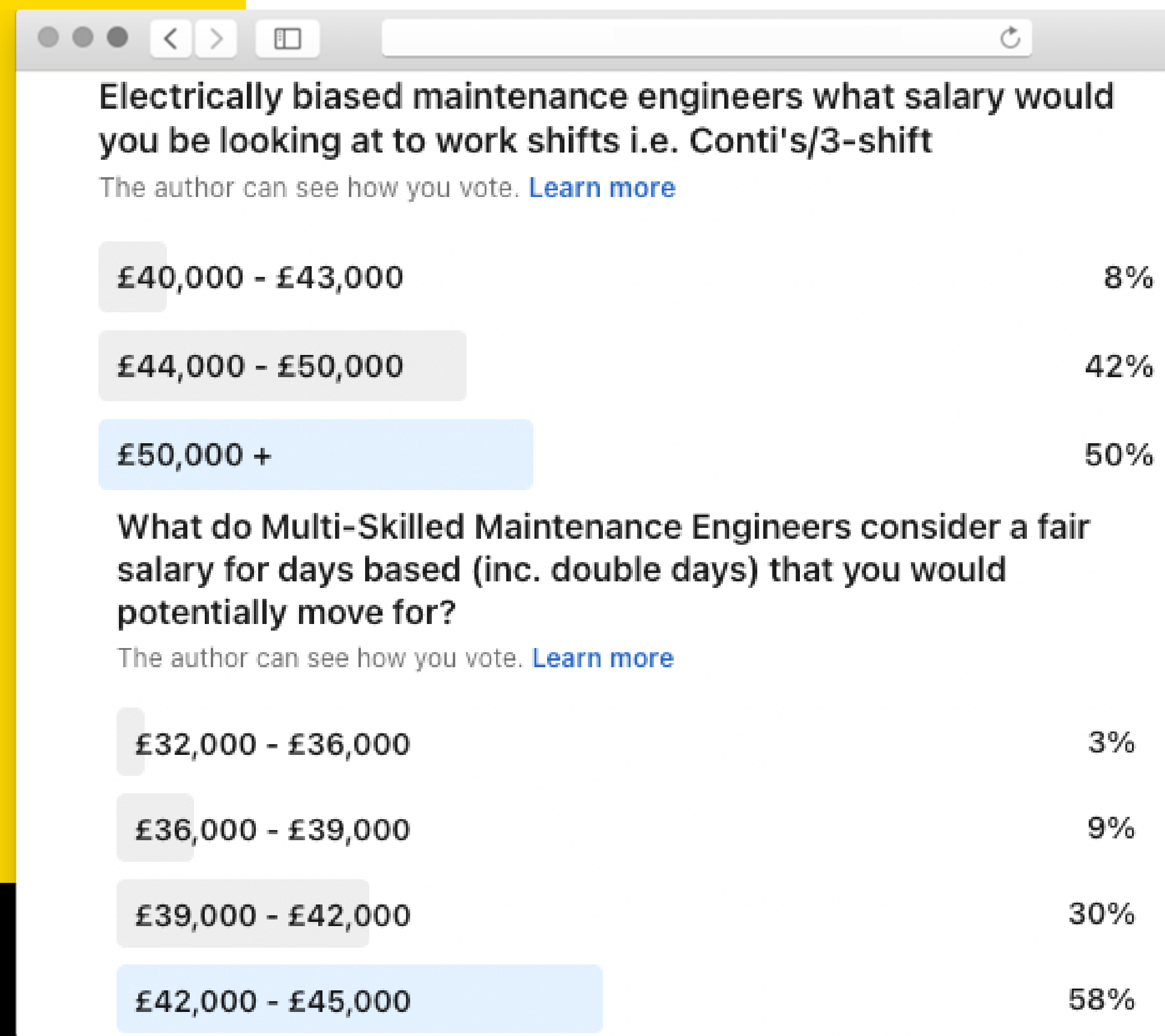
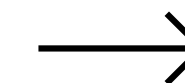
Engineers are skilled workers. As a result, many of them are aware of their worth and how much they should be paid.

WHAT ARE ENGINEERS EXPECTING?

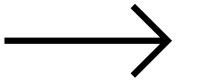
WE RAN SOME LINKEDIN POLLS TO FIND OUT!

The polls were quite insightful and generated a lot of conversations around salaries. However, they showed how engineers are now expecting the top-end of the pay brackets. Which are a lot higher than the averages that we uncovered in our research. Something that we'd recommend doing is having these conversations with your existing team. You should be running quarterly / bi-annual meetings with each engineer to talk about their package and progression routes in the company. If you can't do this, you could look to implement anonymous surveys to help engineers express their feelings in the workplace.

SPECIALISTS IN RECRUITING SPECIALISTS



WHAT ARE ENGINEERS SAYING ABOUT SHIFTS?



Jonny has noticed that engineers' perceptions of the 4 on 4 off shift have changed. In fact, after the pandemic, all engineers seem to have a focus on work-life balance and the hours they want to work. So, Jonny share a post on LinkedIn on this topic, here are a few of the comments that engineers made about shift patterns.

Maintenance Engineer - Comment from LinkedIn Post

The Panama or even the Suez shift are better shift pattern than the continental shift pattern.

Multi-Skilled Maintenance Engineer - Comment from LinkedIn Post

I like the 4 on 4 off shift pattern, as it means I don't have to do the important things like shopping on a weekend when the majority of people do them, but I only do days where I work, I wouldn't want to go back to working nights

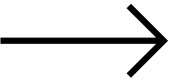
Maintenance Engineer - Comment from LinkedIn Post

It's (4 on 4 off) better than 3 shifts but better in rotation not days to nights in the same work period. I always preferred nights myself. If you work 4 on 4 off with 18 to 22 days holiday you are only working 5 and a bit months each year.

Maintenance Lead - Comment from LinkedIn Post

Permanent 12 hour day's or nights...4 on 4 off is better than 2 days 2 nights and 4 off

WHO DID THE RESEARCH?



JONNY GARDNER

Engineering Recruitment Manager

Jonny headed up the research and data insights. Providing his invaluable knowledge into what is going on in the industry from his



HANNAH KIRK

Marketing Executive

Hannah collated the data and turned it into these useful graphics/presentation for you to take away.

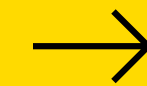
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