

STIRLING 
WARRINGTON

MAINTENANCE ENGINEER SALARIES

WARWICKSHIRE

(INC. COVENTRY)

OCTOBER 2023 - MARCH 2024

SPECIALISTS IN RECRUITING SPECIALISTS



CONTENTS

01

OVERVIEW OF MY PATCH

The averages for the area

02

SALARIES IN COVENTRY

In-depth insight into the area

03

EXTRAS

Insight into additional earning potential

04

SUMMARY

Key takeaway and next steps

SPECIALISTS IN RECRUITING SPECIALISTS

01

OVERVIEW OF THE REGION

The averages for the area



We analysed **300** adverts between **October 2023 - March 2024** to see what employers are paying in and around Warwickshire.

Here are 3 key facts about salaries in my patch:

- 01** The overall average increased by **1.8%**
- 02** The SHIFT average decreased by **0.6%**
- 03** DAYS ROLES average increased by **4.6%**

Next, we'll talk about the shifts available to engineers in this region. And how the shift pattern affects the salary they're likely to earn in a role.

£43,193 *Shift Average*

£42,292
Patch Average
(including all shifts)

£39,029 *Days Average*



VARIATION OF SALARIES

Electrical Bias

£27,500

MINimum Salary

was based in Coventry.

Mon-Fri Days

Surprisingly, both ends of the range were after an Elec-biased engineer.

The min. salary is likely to be a more junior role that slipped through the cracks as it's terrible.

The max. salary sounds about right - it's a pretty decent amount to take home. But we don't know the shift pattern and that throws a spanner in the works.

Electrical Bias

£56,500

MAXimum Salary

was based in Banbury.

Shift not Specified

No Shift
14%

Days (Mon - Fri)
19%

SHIFT TYPES

Shift Roles
67%

Not sharing the shift pattern on a job advert is pretty useless.

Why? Because there's so much variability between salaries when you look into shift patterns.

We'll be covering this in more detail coming up...

People want work-life balance, so the shift roles are harder to fill.

Shift work means unsociable hours. Therefore, there are more of these roles out there.

SHIFT BREAKDOWN

9 shifts available across my patch

Most demanded = 4-on-4-off

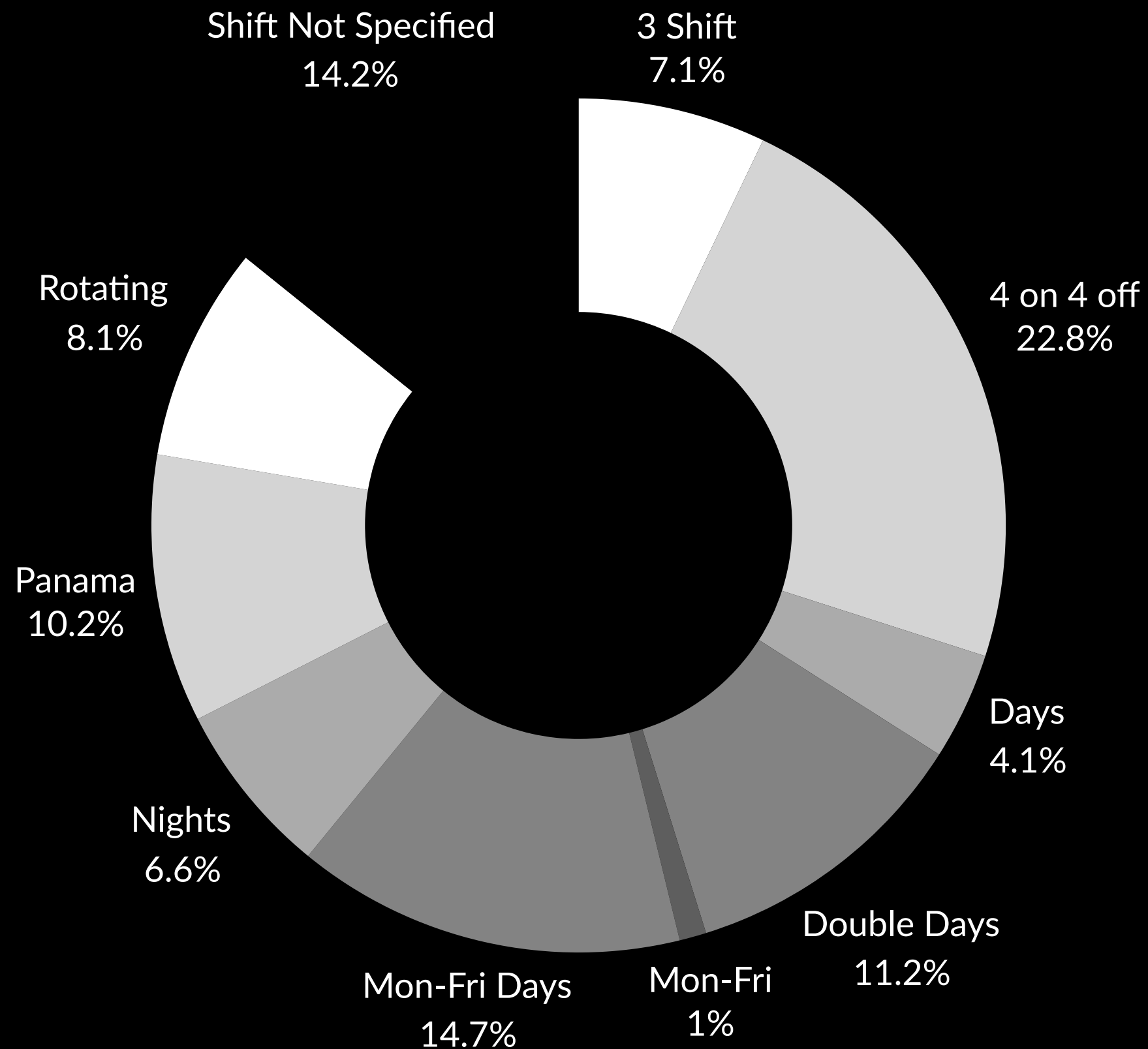
This was also the most demanded shift in our last report. And in the last 6 months it has increased even more in popularity.

Least demanded = Monday-Friday and Days

14% of job adverts didn't specify the shift pattern of the role.

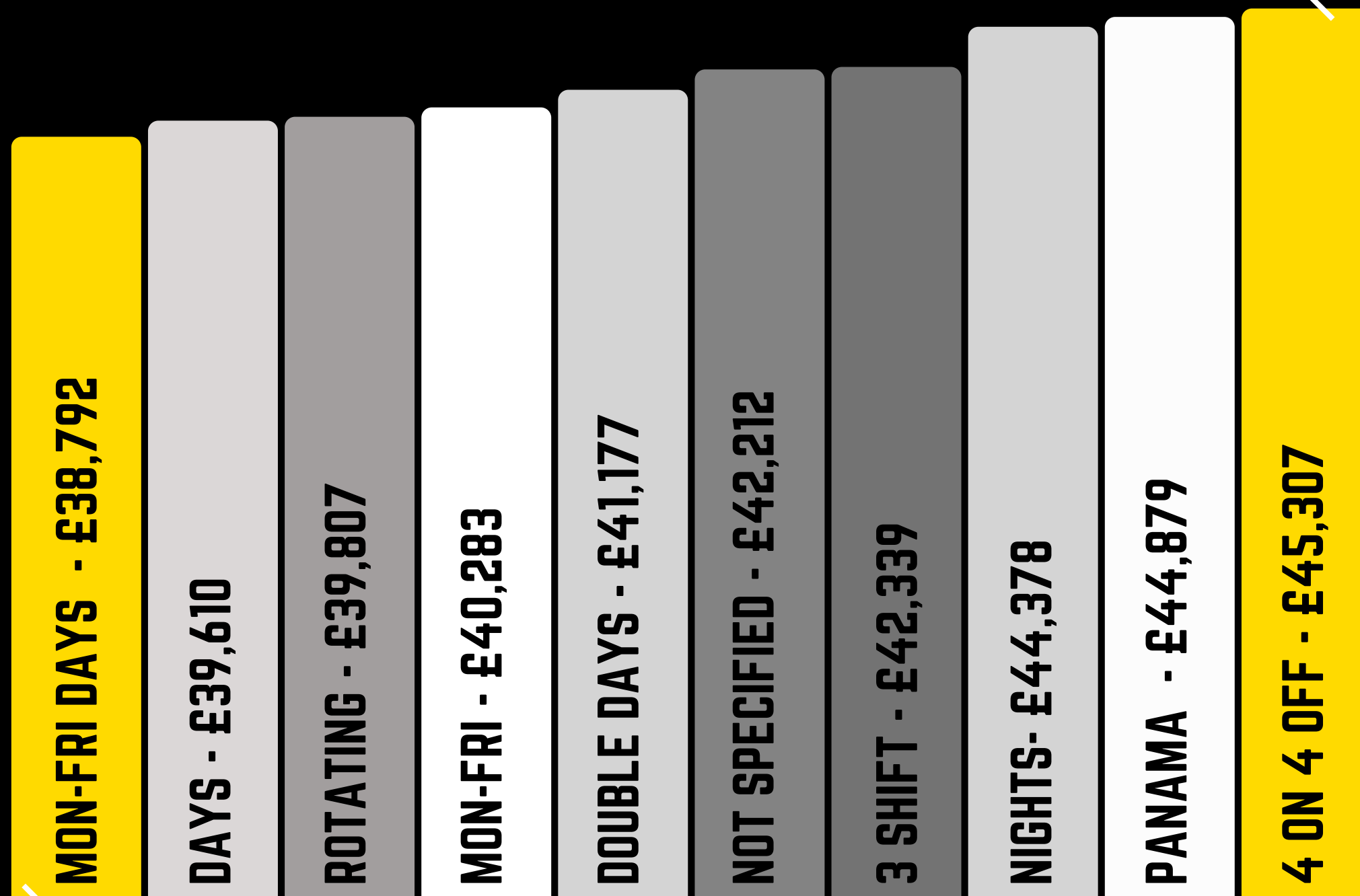
Now, this is less than last time. But it needs to decrease as engineers want to know the shift type before they investigate a new role.

As you'll see on the next slide, there is a lot of variability in the average salary between different shift types.



4-ON-4-OFF PATTERN

Cover less desirable hours, which leads to increased compensation. This average includes the different variations of this shift. Nights only, Days only, or rotating. Which between themselves would all pay differently. Next report we may dive into this even more.



MONDAY-FRIDAY DAYS SHIFTS

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

What do these shifts pay across my patch?

(on average)

Highest paying on average

= 4-on-4-off (£45,307)

This average is right for the 4-on-4-off pattern.

Interesting to see the differences since Q1 and Q2 of 2023. In our previous data collection, it was Panama that came out on top at £47,010!

Lowest paying on average

= Mon-Fri Days (£38,792) and Days (£39,620)

This was expected as these follow a more conventional work week and don't include unsociable hours. And closely reflects what we found last time.

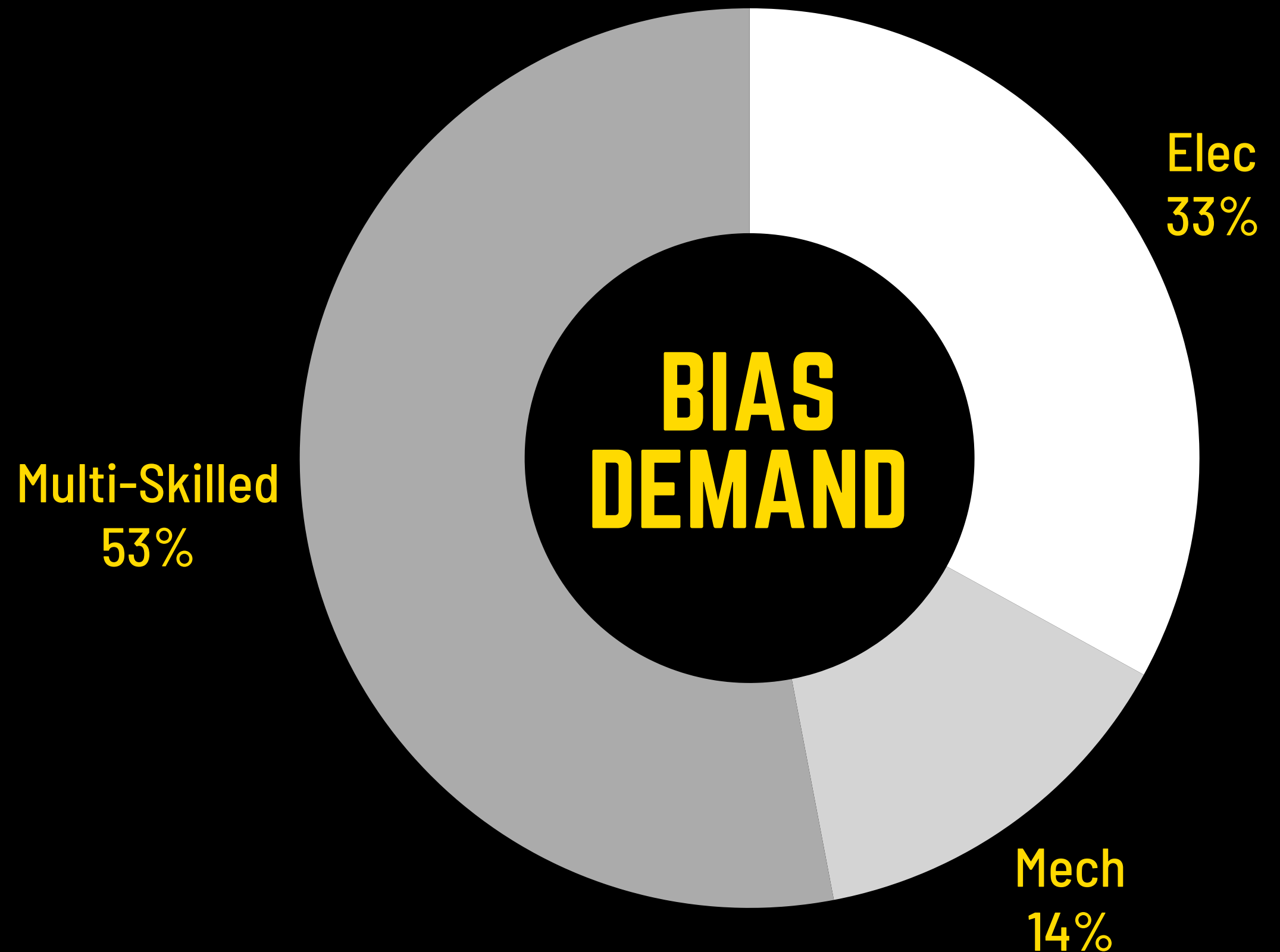
BIAS DEMAND

Surprised by only 14% for Mech.

1/3 for purely Elec is telling. There's been an increase in Elec roles for shifts and days over the last 6 months.

*I'm not surprised that Multi-skilled is in the most demand across my patch of areas. As they can turn their hand, either way, **businesses see them as a valuable asset.***

You'll find though, that when a role is advertised as Multi-Skilled. They often are seeking candidates to hold an electrical qualification. Or have a bias towards elec more so than mech (e.g., 60:40 split).



SALARY BIASES



RANGE

62%

OF JOB ADVERTS IN THE EAST MIDLANDS GAVE A SALARY RANGE. 5% INCREASE FROM LAST TIME.

£25,000

WAS THE LOWEST SALARY IN THE REGION WHEN PRESENTED IN A RANGE. A £2,000 DECREASE.

£58,000

WAS THE HIGHEST SALARY IN THE REGION WHEN PRESENTED IN A RANGE. A £7,000 DECREASE FROM LAST TIME.

But last time was a job advert from an agency on behalf of a client, which I know wouldn't pay that high



SALARIES ACROSS MY PATCH

Most areas have seen an increase in the last 6 months.

Hopefully these cities will improve later into 2024.

See the next page for an in-depth breakdown of Coventry.

SPECIALISTS IN RECRUITING SPECIALISTS

02

SALARIES IN COVENTRY

In-depth insight into the area

44.3% of the job adverts reviewed were for the Coventry area. And the vast majority (62.4%) of these presented the salary as a range. This is to cast the net as far and wide as possible.

Here are 3 key facts about salaries in Coventry:

01 The overall average increased by 3%

02 The shift average increased by 2.2%

03 Day shift average increased by 3.9%

Obviously, the Shift average isn't great. But includes Double Days which often pay a bit lower and could've brought the avg. down. The Days role is in the right territory - but I'd have to be digging to find someone willing to move for this average.

↑ **£42,770** *Shift Average*

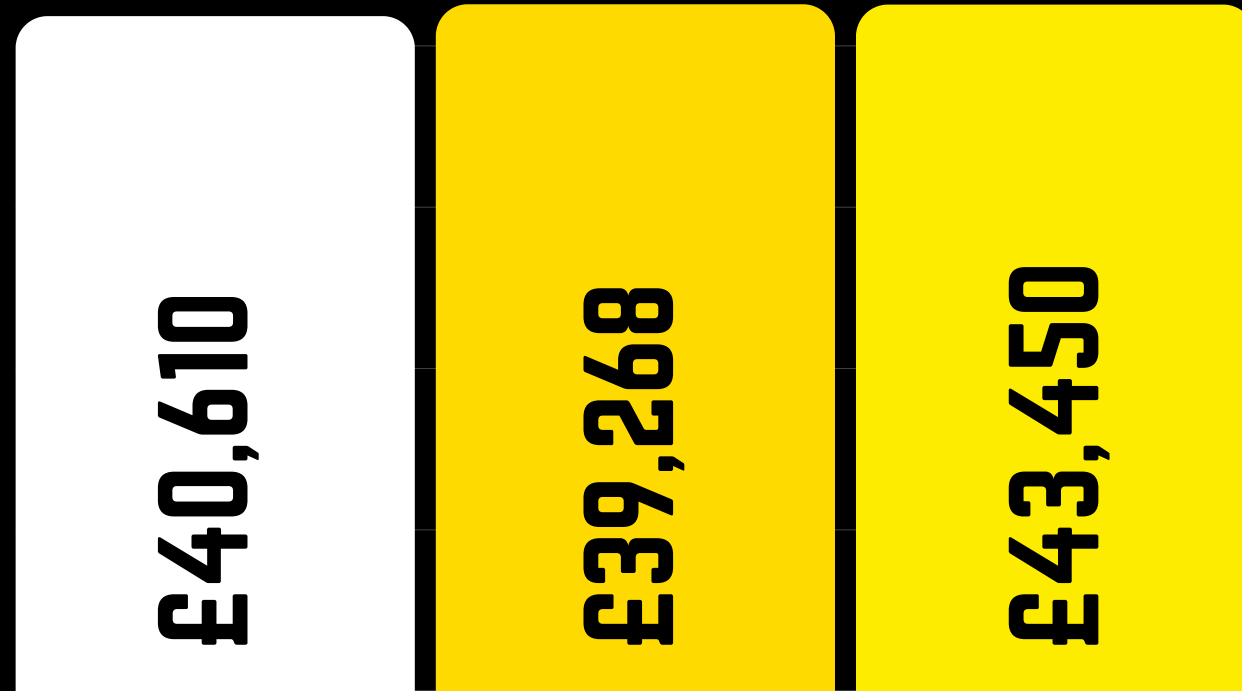
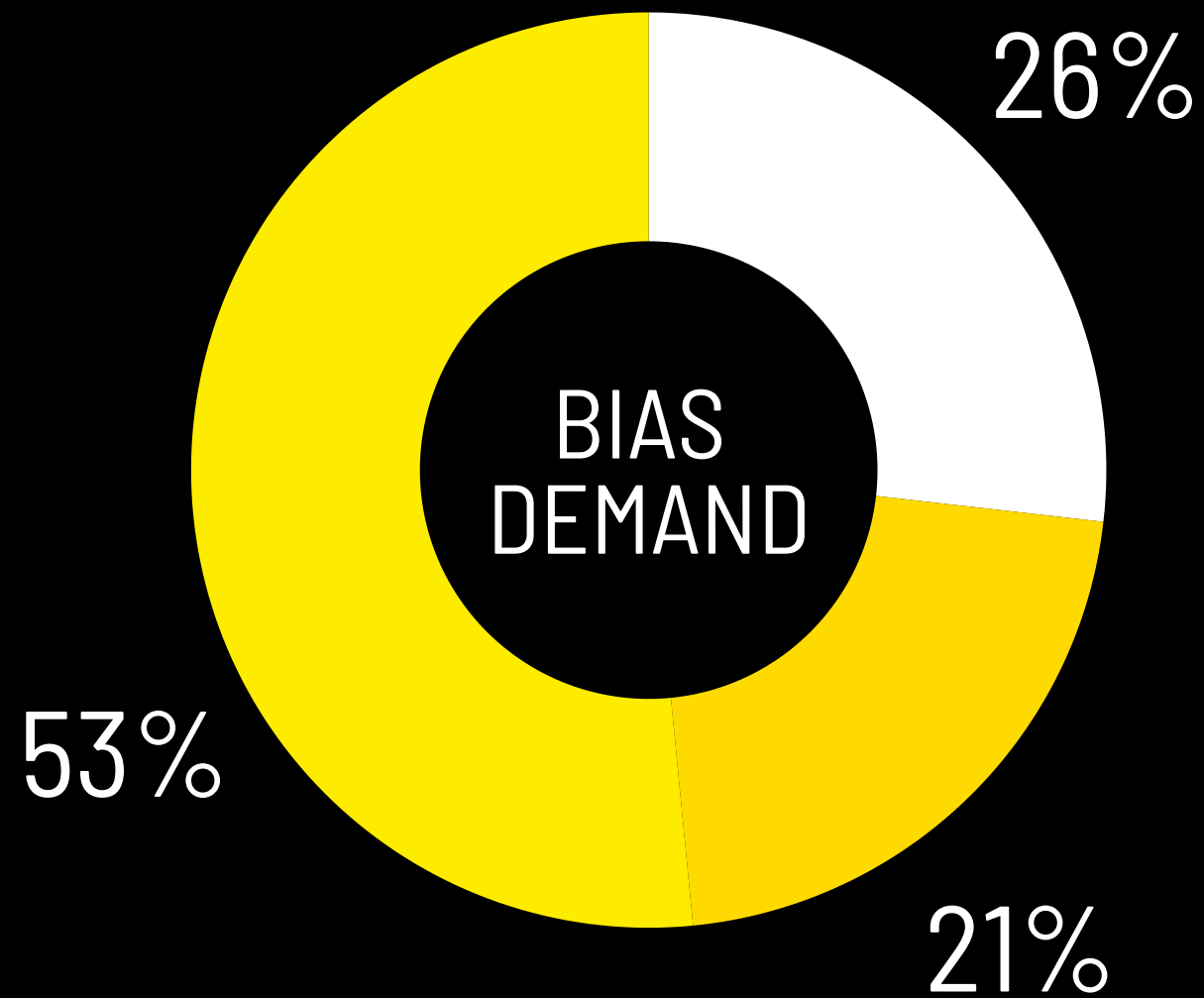
£41,854
Coventry Average
(including all shifts)

£38,479 *Days Average*



BIAS COMPARISON

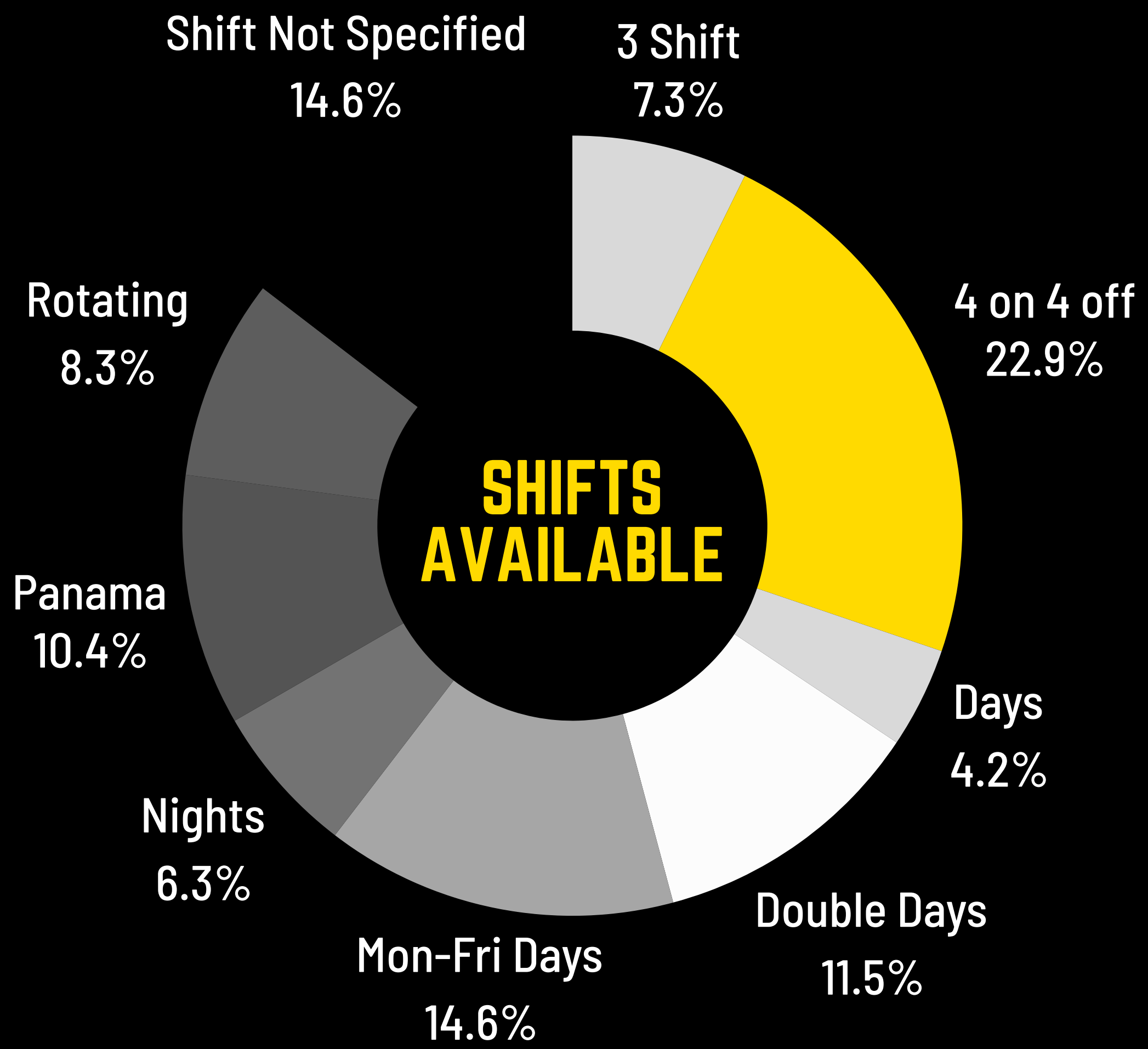
Here is the **bias breakdown** of salaries in Coventry.



COVENTRY

Reflecting on my patch as a whole, there's a clear majority of multi-skilled roles. Interestingly this skillset is also **paying the most**.

I'm not surprised to see that **Multi are the most in demand**. This is likely due to companies wanting to appeal to more engineers.



SHIFT BREAKDOWN

8 shifts available in this area
 Most demanded = 4-on-4-off
 Least demanded = Days

15% of job adverts didn't specify the shift pattern of the role.

I don't understand why this is a thing. **'Competitive salary' shouldn't be allowed.** You're just wasting your time and money. It's a **red flag**.

I thought there would've been more Days. As some sites are dropping production and moving to a **Mon-Fri range of a shift pattern**.

4 ON 4 OFF

There's a clear demand for the 4-on-4-off shift pattern in Coventry. And this shift type pays the most.



ROTATING SHIFTS

It's a tricky shift - and the engineers working it deserve much more than this as the base salary.

AVG PAY FOR EACH SHIFT

Highest paying on average
= 4 on 4 off (£46,811)

Not surprised to see this average at the top. It's not the easiest shift pattern, but there are engineers out there purely looking for it.

Lowest paying on average
= Rotating (£37,812)

This isn't a nice shift, I'd expect engineers to be on more for this.

SPECIALISTS IN RECRUITING SPECIALISTS

03

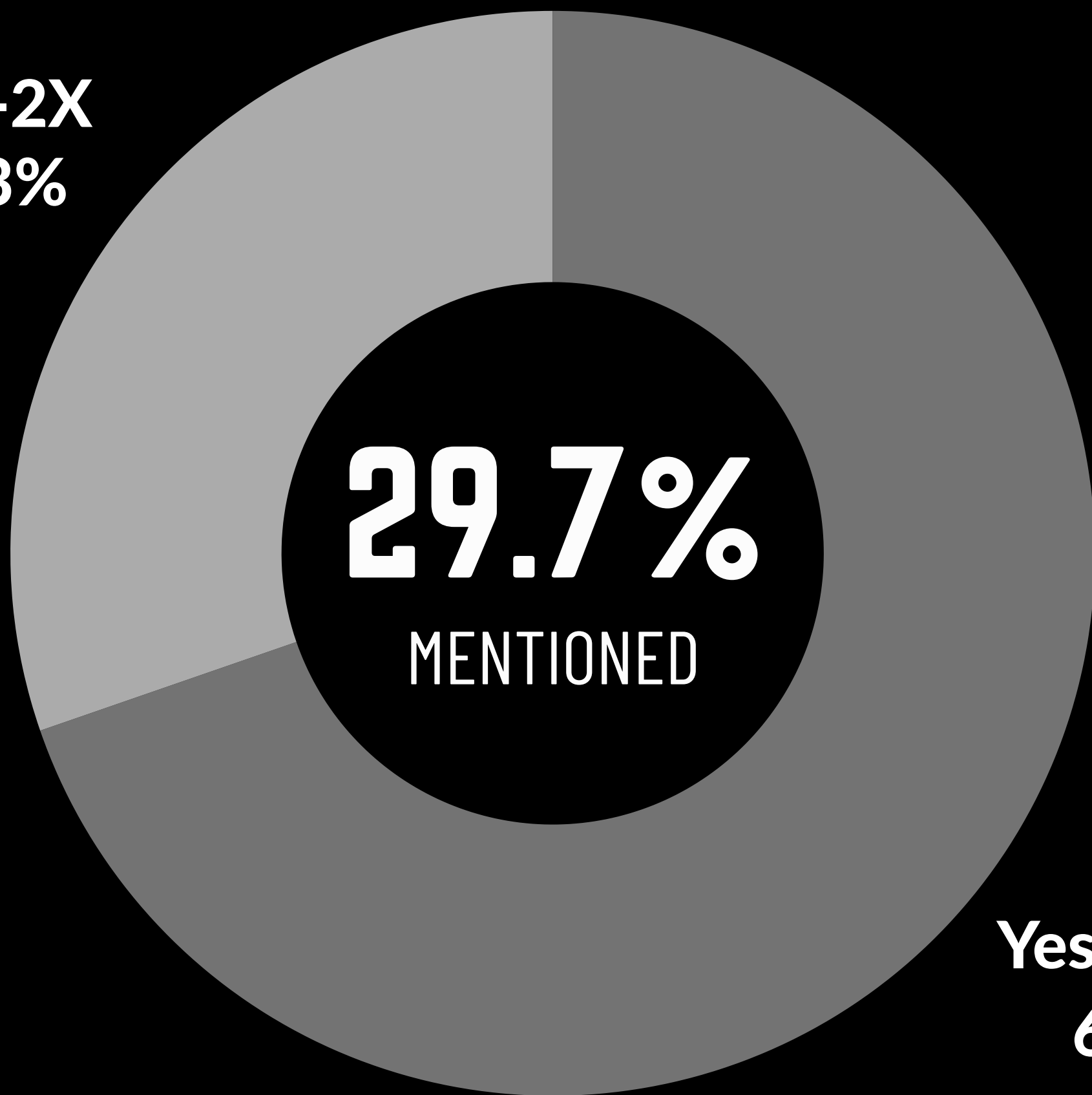
EXTRAS

Insight into additional earning potential



OVERTIME

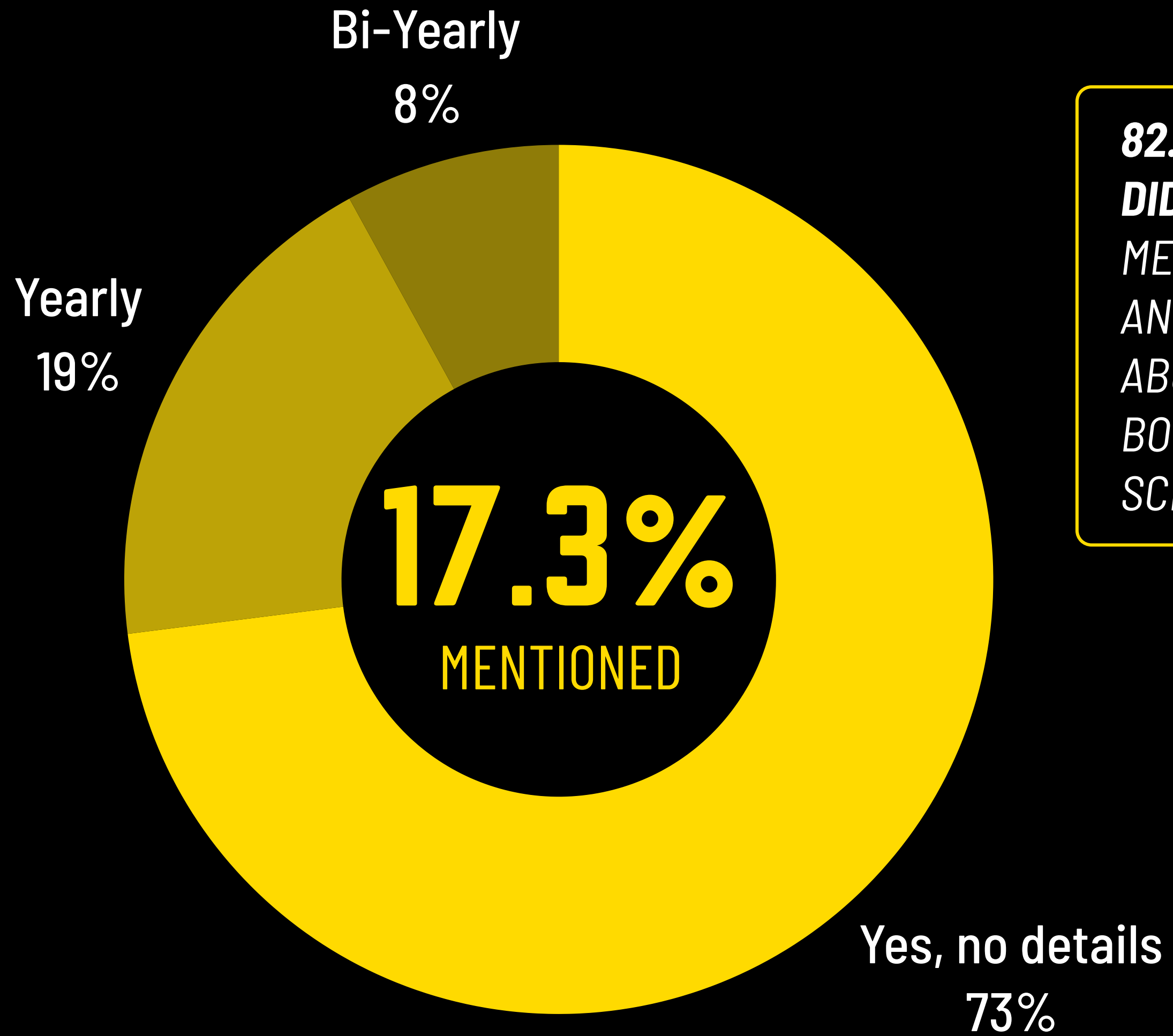
1.25-2X
30.3%



29.7%
MENTIONED

70.3%
DIDN'T
MENTION
EXTRA
EARNINGS
THROUGH
OVERTIME

Yes, no rate
69.7%



82.7%
DIDN'T
MENTION
ANYTHING
ABOUT
BONUS
SCHEMES

BONUS

SPECIALISTS IN RECRUITING SPECIALISTS

04

SUMMARY

Key takeaways and next steps

SUMMARY

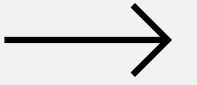
MY PATCH

There isn't a **'one size fits all'** salary. It is pretty dependent on your area, and the sites operating in it. There are a lot of big players out there who are paying along the right lines for engineers. But on the same hand, there are a few small businesses that **rarely recruit and take a while to catch up on salary expectations.**

If you're currently recruiting for an engineer or looking to do so soon. **Looking at these averages is a great place to start.** But they aren't a complete reflection of the market. As we haven't taken into account the wages engineers are on. (A lot of the time, this is more than advertised on the job boards. Due to negotiations)

If you're struggling to hire and want some expert advice – with no fees attached – then contact me today on 07940 432 882

WHO DID THE RESEARCH?



MATT MORSON

Senior Engineering Recruiter

Matt headed up insights. Providing his invaluable specialist knowledge of what is going on in the industry from his perspective.



NIAMH THOMPSON

Marketing Assistant



CHLOE SCARANO

Marketing Executive

Niamh collected over 900 adverts from job boards over Q4 and Q1. Chloe helped to analyse and display the data. They then turned it into useful graphics/presentations for you to take away.

CONTACT US



We'd love to talk
all things recruitment.

→ **Phone Number**
01509 32 35 32

→ **Email Address**
info@stirlingwarrington.co.uk

→ **Website**
www.stirlingwarrington.co.uk