

STIRLING 
WARRINGTON

MAINTENANCE ENGINEER SALARIES

EAST MIDLANDS

OCTOBER 2023 - MARCH 2024

SPECIALISTS IN RECRUITING SPECIALISTS



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SPECIALISTS IN RECRUITING SPECIALISTS

01

OVERVIEW OF THE REGION

The averages for the area



Once again, the East Midlands has come out on top in our research. However there has only been a small increase from last time, so it's not all sunshine and roses.

Here are 3 key facts about salaries in the East Midlands:

01 The overall average increased by 0.8%

02 The shift average increased by 2.5%

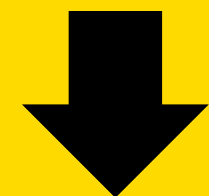
03 Day shift average decreased by 0.4%

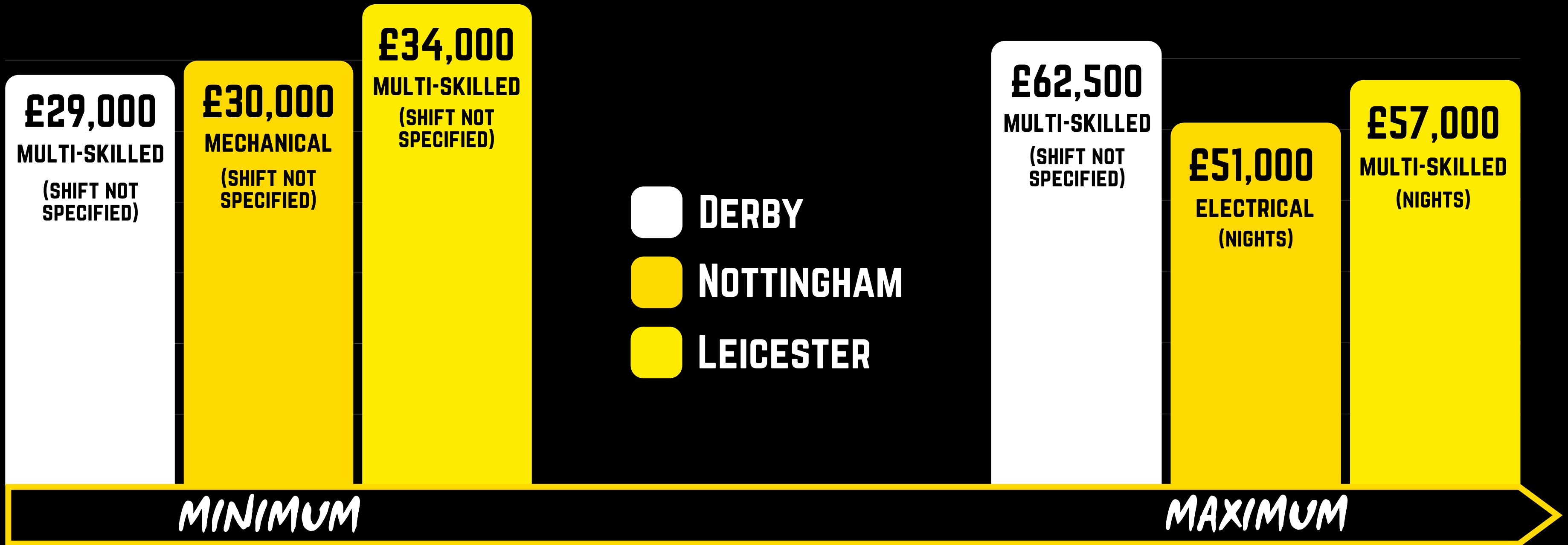
Next, we'll talk about the shifts available to engineers in this region. And how the shift pattern affects the salary they're likely to earn in a role.

 **£44,315** *Shift Average*

£42,552
Region Average
(including all shifts)

£39,753 *Days Average*





SALARY VARIATION

No Shift
13%

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...

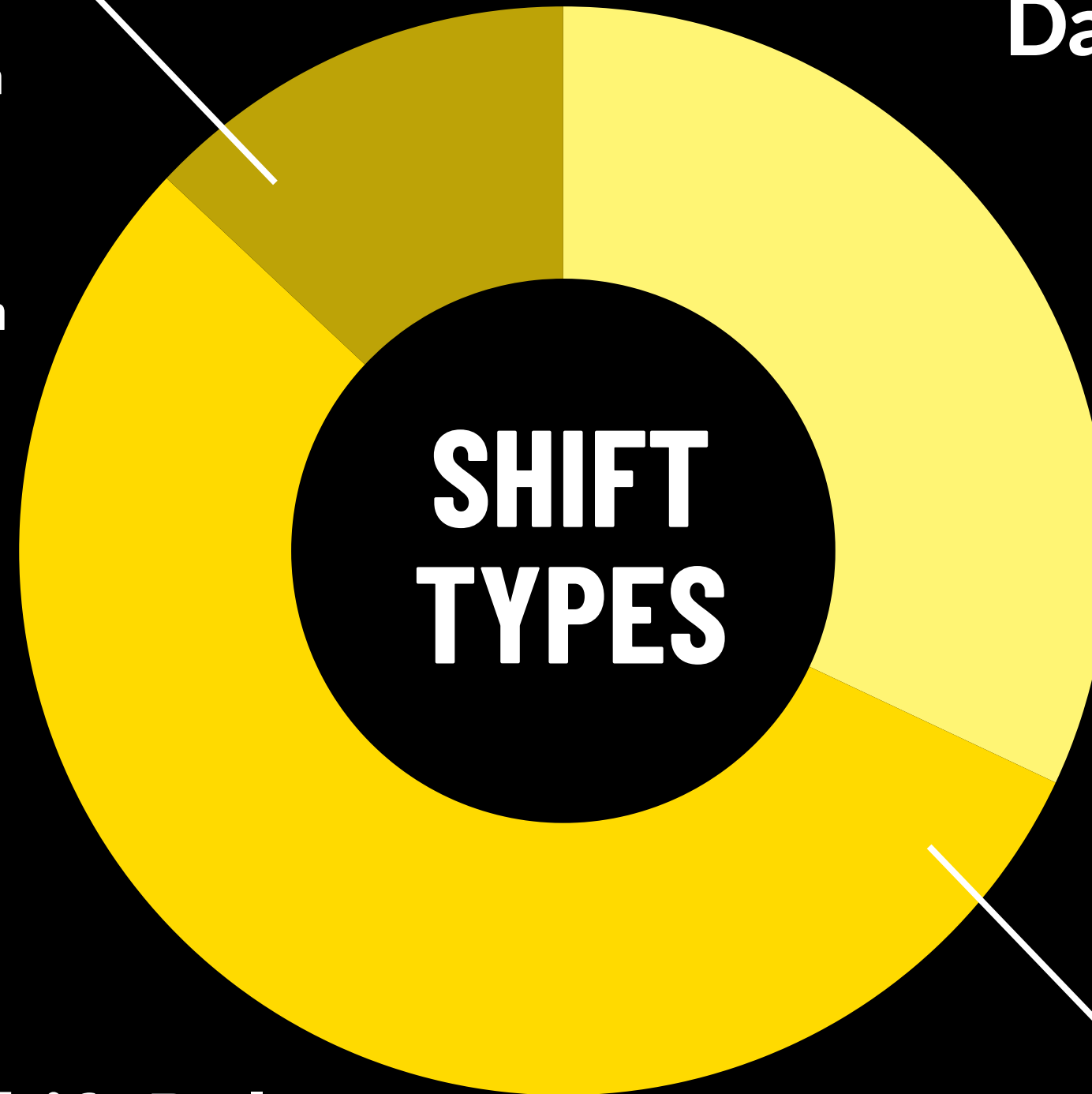
Days (Mon - Fri)
32%

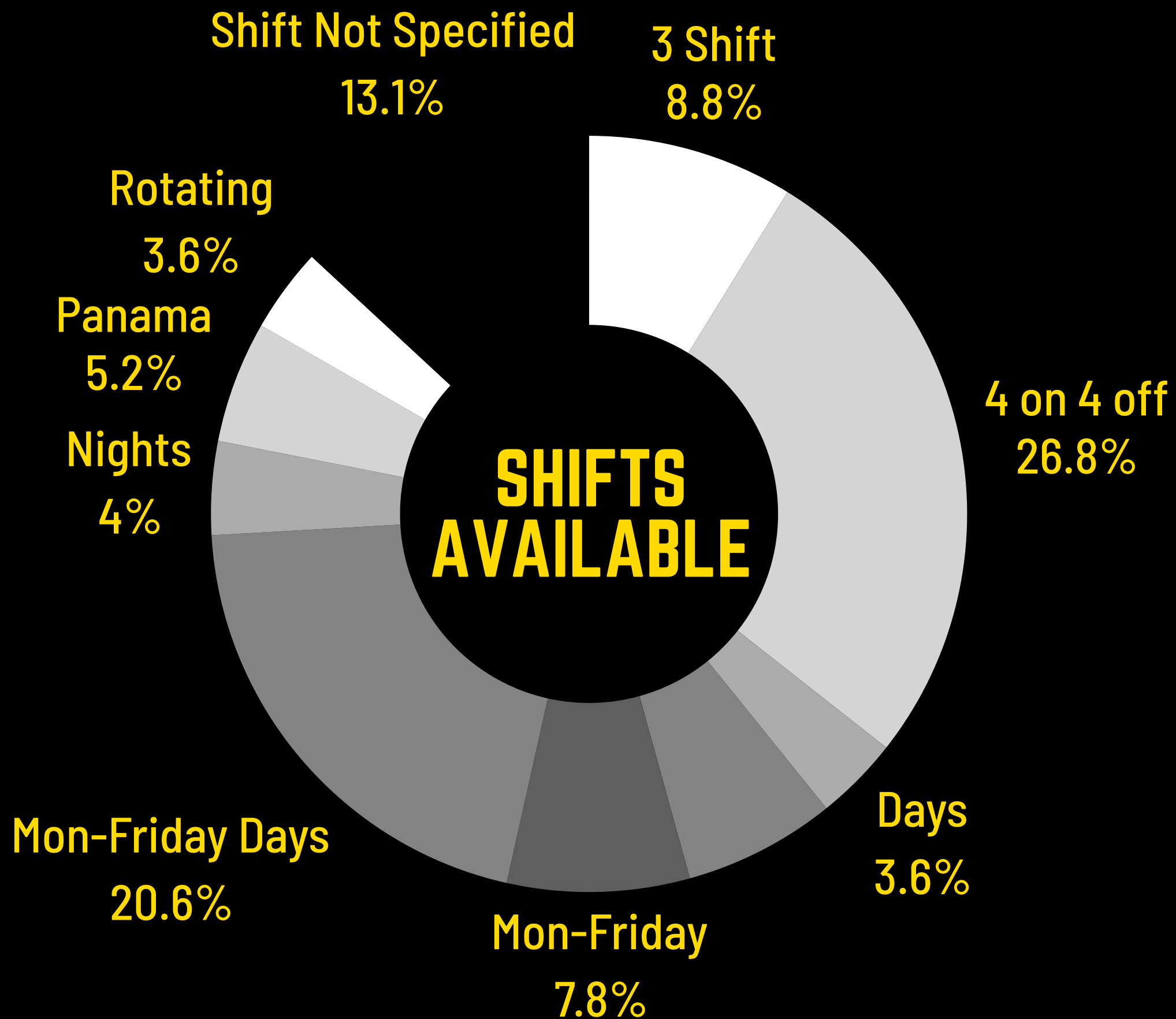
People want work-life balance, so the shift roles are harder to fill.

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

Shift Roles
55%

**SHIFT
TYPES**





SHIFT BREAKDOWN

- 9 shifts available in the East Mids
- Most demanded = 4-on-4-off
- Least demanded = Days and Rotating

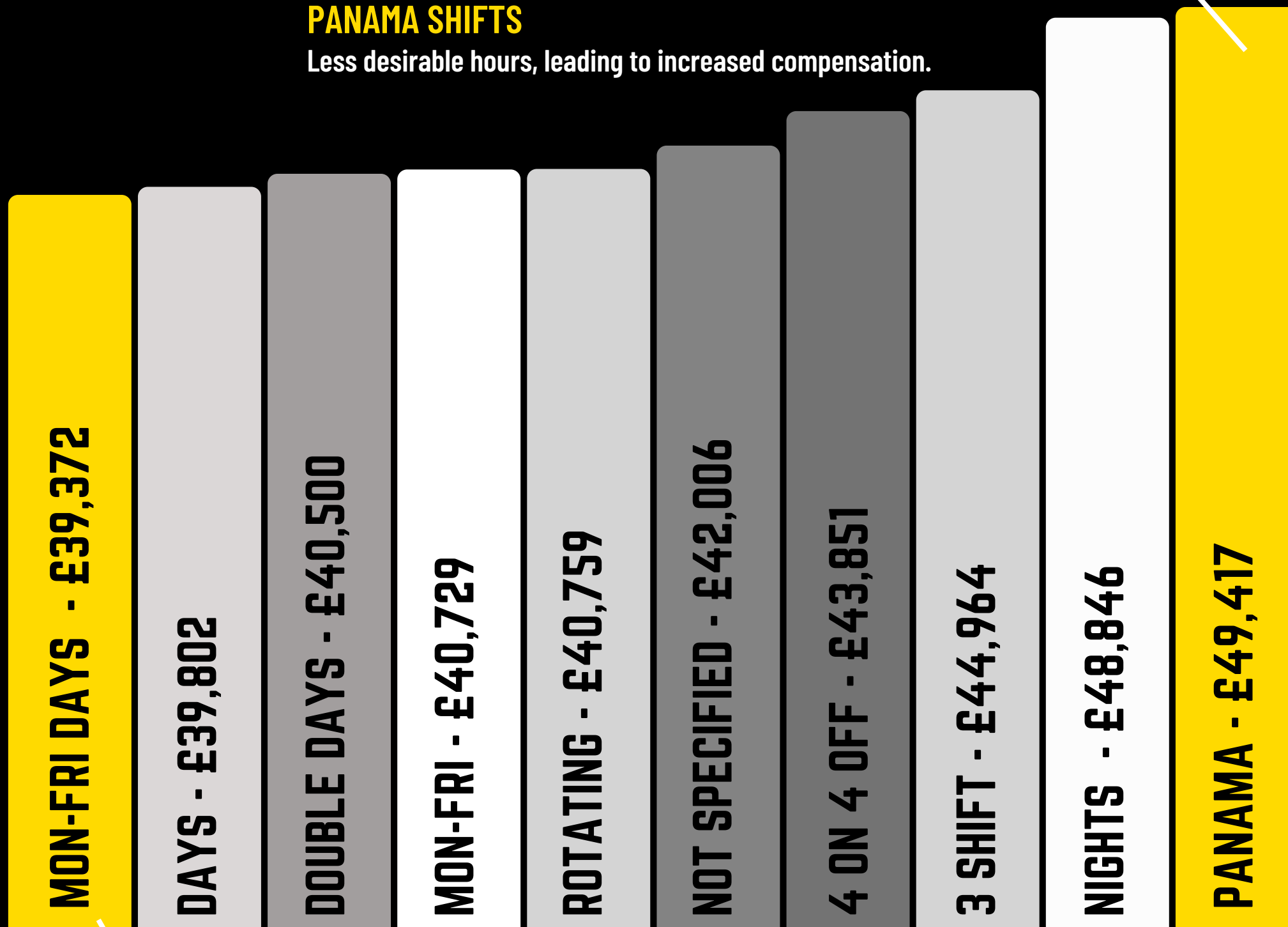
13% of job adverts didn't specify the shift pattern of the role.

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**.

Days are becoming more popular. Some are dropping production and moving to a Mon-Fri range of a shift pattern.

PANAMA SHIFTS

Less desirable hours, leading to increased compensation.



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.

AVERAGE PAY FOR EACH SHIFT?

Highest paying on average
= Panama (£49,417)

Doesn't surprise me. Get every other weekend off. Companies that do this shift pattern are usually bigger.

Lowest paying on average
= Mon-Fri Days (£39,372) and Days (£39,802)

This is about right and where we'd expect but ideally above £40k.

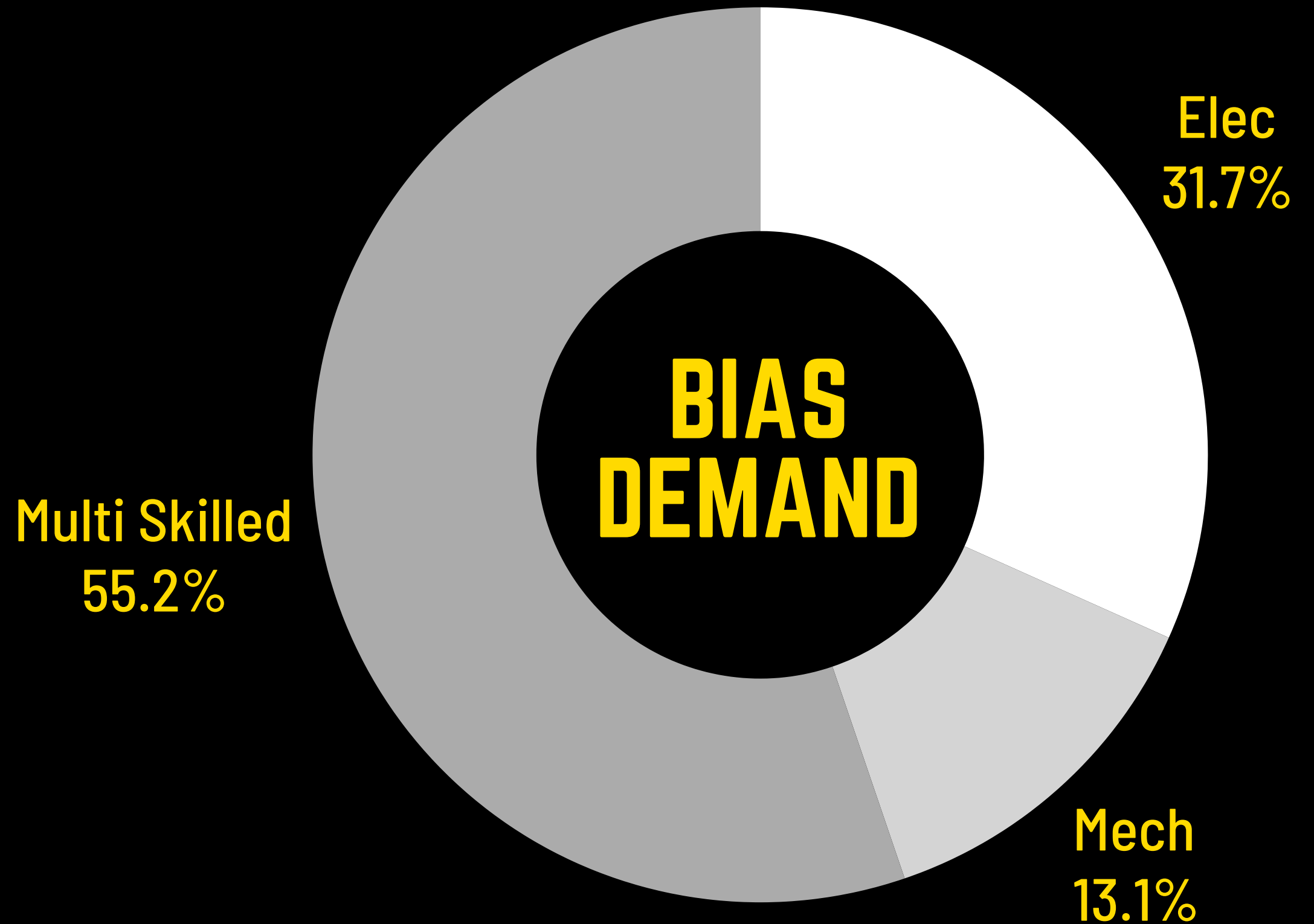
DISTRIBUTION OF BIASES

*This is about right. I'd expect **multi-skilled to have the most adverts** out there, as they can turn their hand either way.*

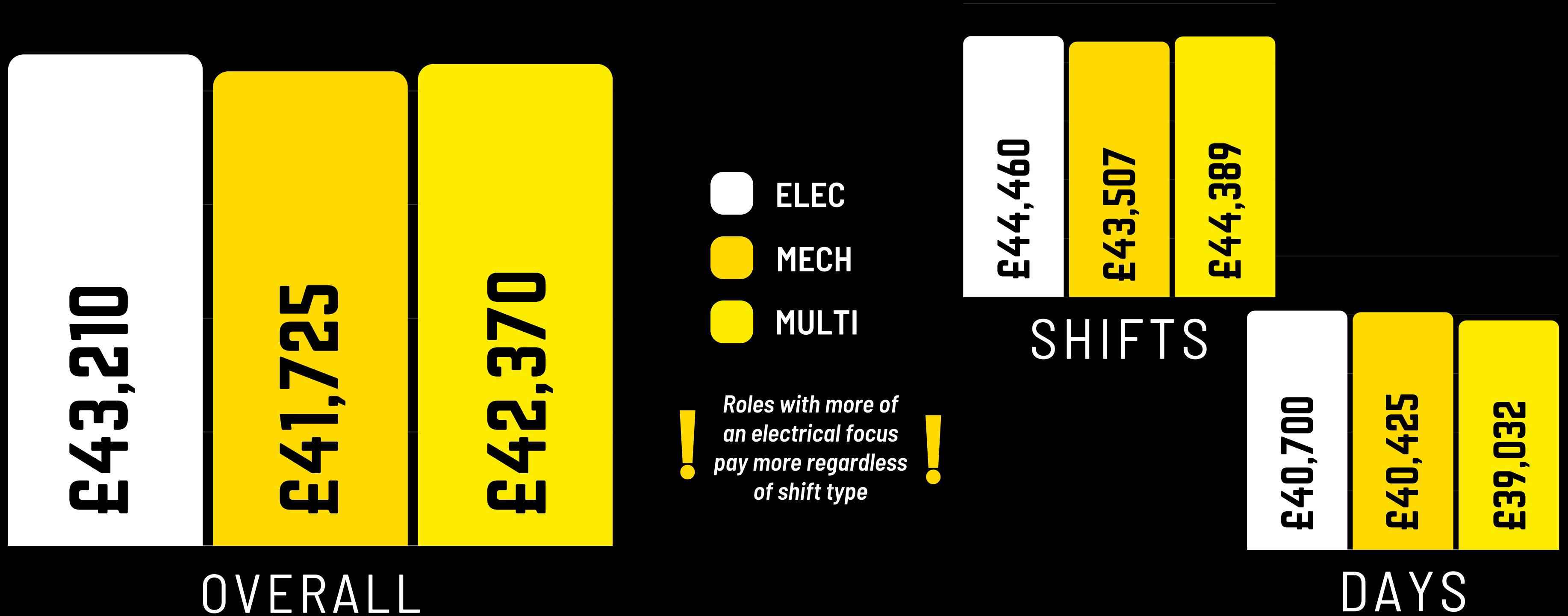
*Sometimes they advertise as **Multi but want an elec-biased** engineer. Most companies want some form of bias, even if it's 60/40.*

Some argue for Elec to be paid more because they do more technical things.

And some think they should be paid the same.



SALARY BIASES



RANGE

45%

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

£25,000

WAS THE LOWEST SALARY IN THE REGION WHEN PRESENTED IN A RANGE. A £4,900 INCREASE.

£65,000

WAS THE HIGHEST SALARY IN THE REGION WHEN PRESENTED IN A RANGE. A £4,000 INCREASE FROM LAST TIME.



£42,403

Derby



£40,369

Nottingham



£44,529

Leicester

COMPARISON OF AREAS

Both Leicester and Derby have had a **small increase** in their average salaries. However, **Nottingham has fallen short** in this round of research - check out how much it's decreased later on.

It's a shame to see both Nottingham and Derby at the bottom of the table again. We just **weren't expecting Leicester to run away** in terms of salaries again. But, here we are.

Hopefully these cities will improve as we head into 2024.

See the next page for a breakdown of Derby.

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SALARIES IN DERBY

In-depth insight into the area



Derby made up **26.5%** of the job adverts we reviewed in the East Midlands region.

Out of the 3 areas we explored (Derby, Nottingham & Leicester) Derby sits in the middle when it comes to average salary.

Here are 3 key facts about salaries in Derby:

01 The overall average increased by **2.1%**

02 The shift average increased by **0.3%**

03 Day shift average increased by **4.1%**

These are just under where I think they should be. But not the end of the world. It's great to see all averages have increased!

 **£43,352** *Shift Average*

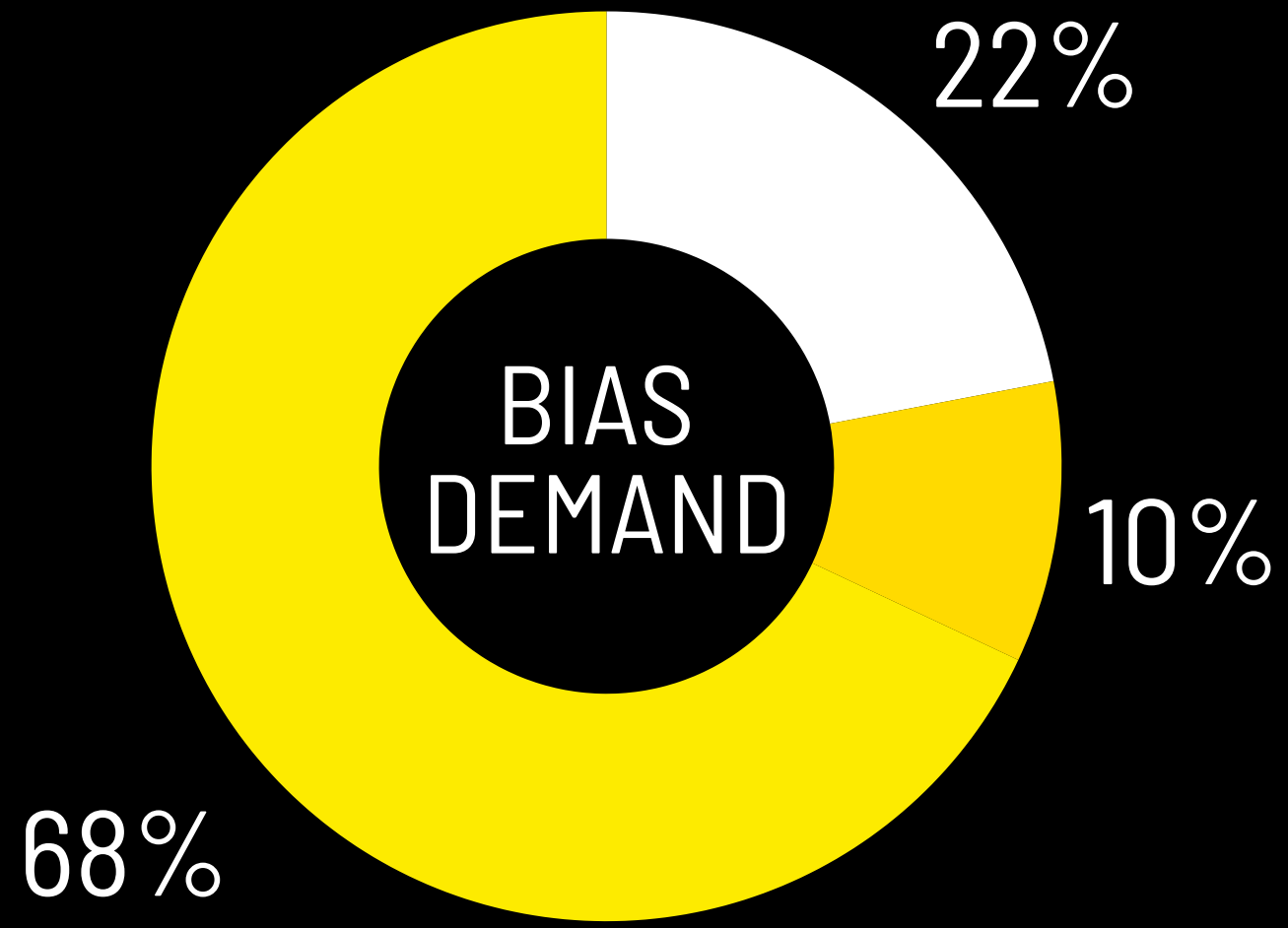
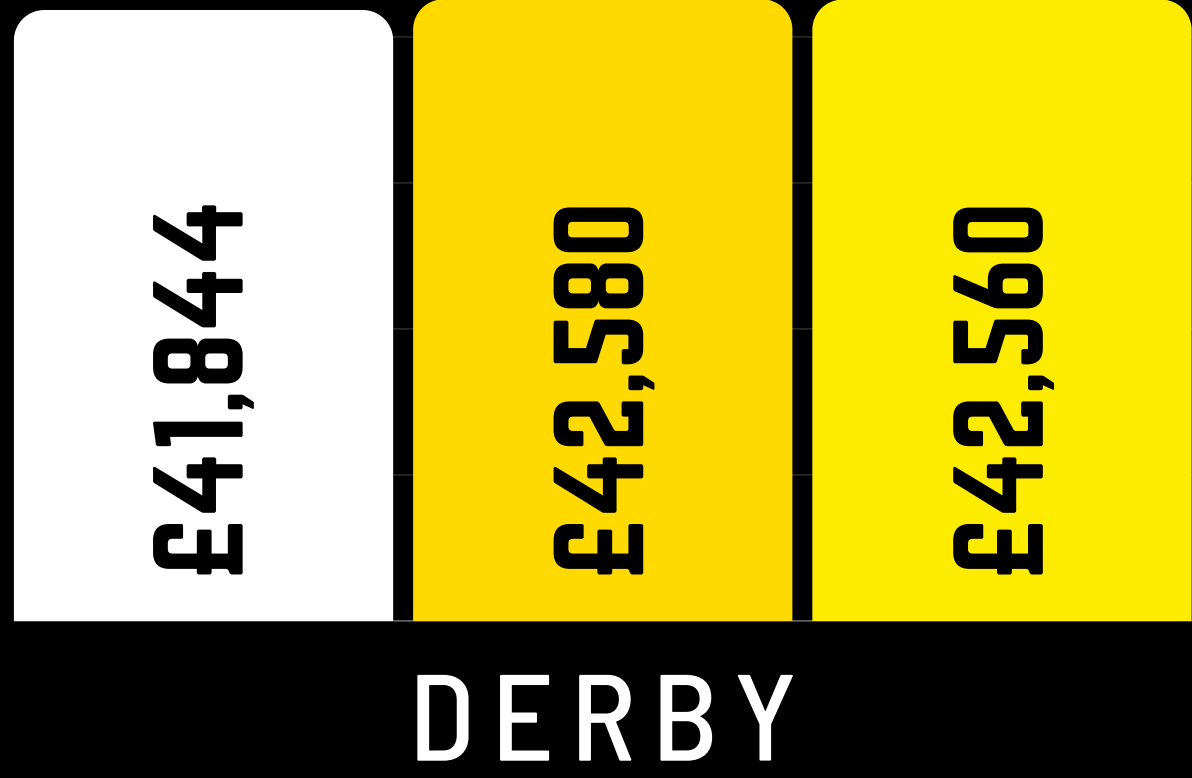
£42,403

Derby Average
(including all shifts)

£40,154 *Days Average*



BIAS COMPARISON



I was expecting this to be the other way around in my opinion. With Elec paying the most.

Salaries are close, and there's not much in it. But I would expect Mech to be at the bottom.

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SALARIES IN NOTTINGHAM

In-depth insight into the area



Nottingham made up **34%** of the job adverts we reviewed in the East Midlands region.

Out of the 3 areas we reviewed, Nottingham sits at the bottom of the pile - with the lowest average salary for maintenance engineers.

Here are 3 key facts about salaries in the Nottingham:

01 The overall average decreased by **1.2%**

02 The shift average increased by **1.5%**

03 Day shift average decreased by **2.3%**

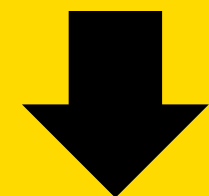
Would have thought these would be higher as there are bigger companies here. Especially surprised by the Days salary. Maybe they're trying to get away with a lower salary.

 **£42,500** *Shift Average*

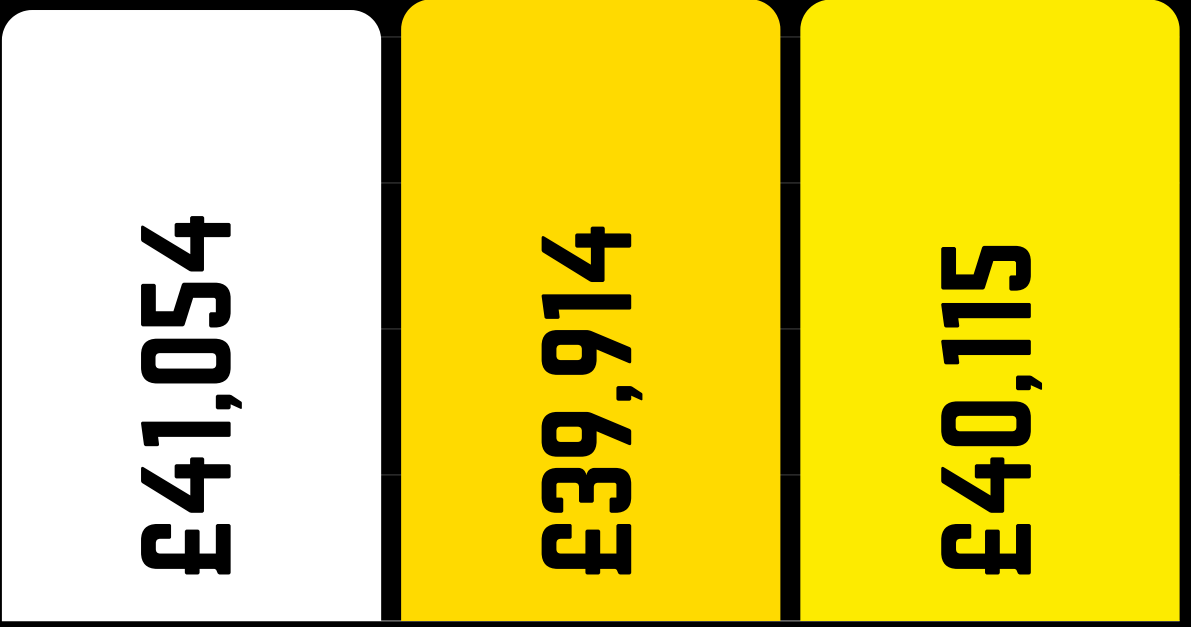
£40,369

*Nottingham Average
(including all shifts)*

£38,287 *Days Average*



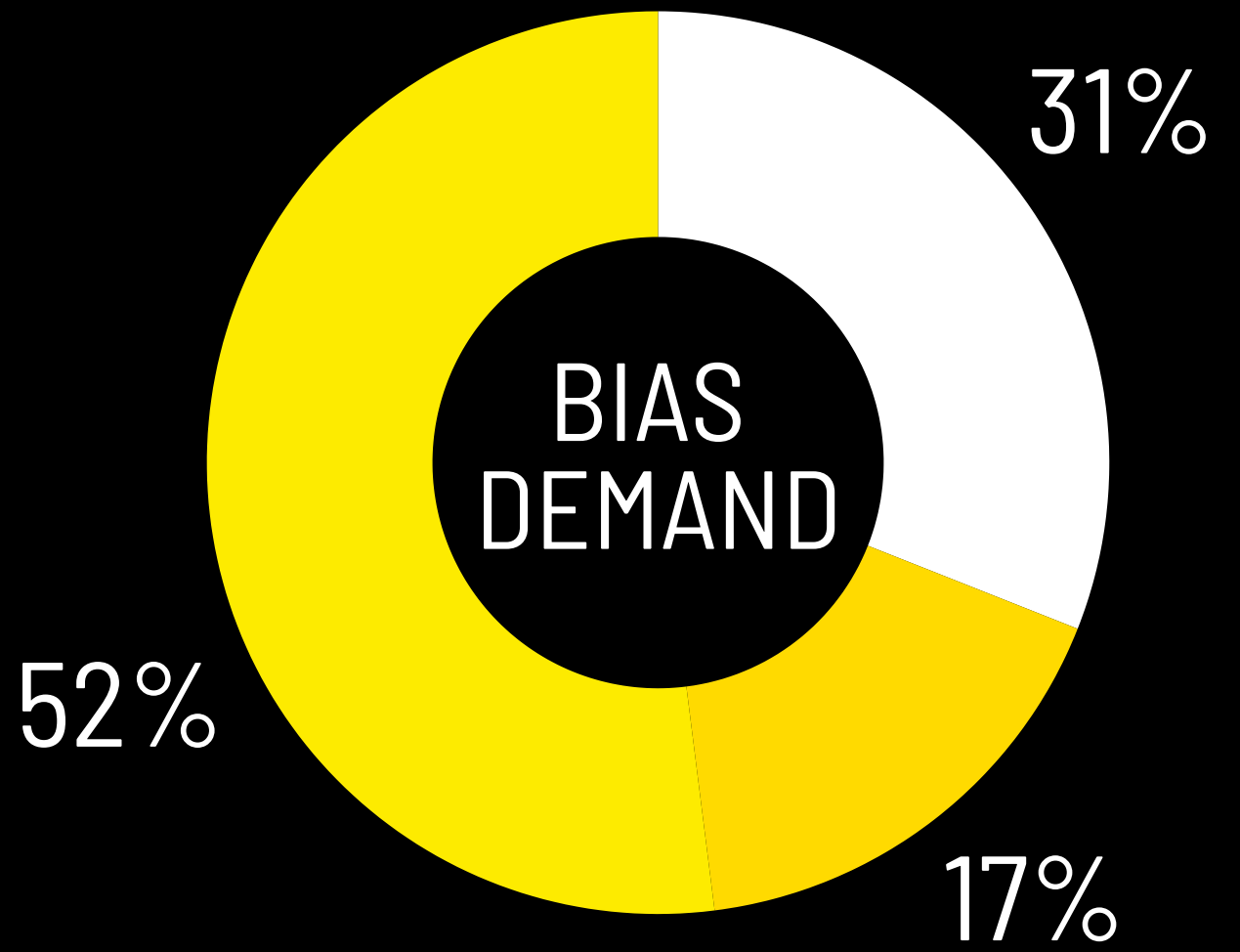
BIAS COMPARISON



NOTTINGHAM

These are too low, should be a bit higher. I'd want it to be around the mid 40's.

We've seen a clear majority of Multi-Skilled engineers. Likely because they can turn their hand either way when it comes to maintenance.



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SALARIES IN LEICESTER

In-depth insight into the area



Leicester made up **39.5%** of the job adverts we reviewed in the East Midlands region.

Leicester had the highest average salary in the East Midlands region. This was unexpected - thought Derby would be top and Leicester bottom. The opposite of what was found.

Here are 3 key facts about salaries in the Leicester:

01 The overall average increased by 1.6%

02 The shift average increased by 3.4%

03 Day shift average decreased by 1.6%

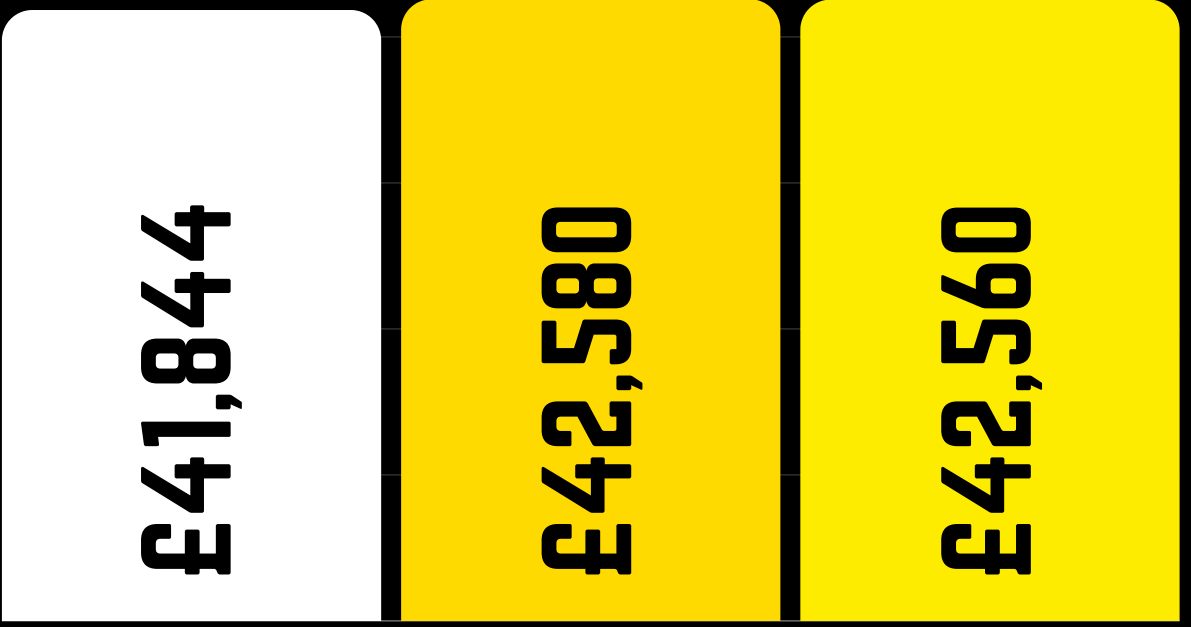
This is about what I expected.

 **£46,126** *Shift Average*

£44,529
Leicester Average
(including all shifts)

£41,170 *Days Average* 

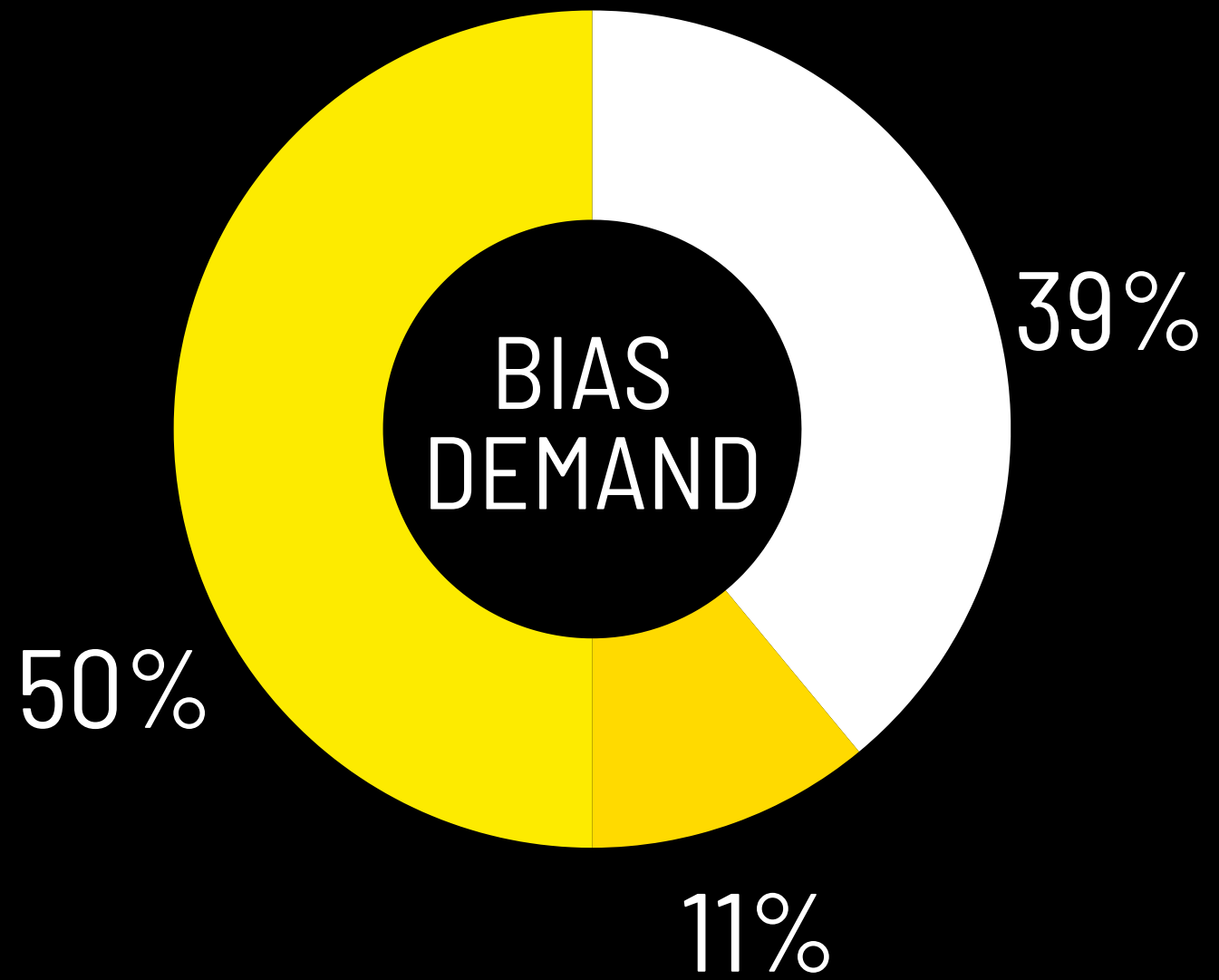
BIAS COMPARISON



LEICESTER

Businesses seem to want someone who's electrically biased and able to do bits of mechanical maintenance.

Some adverts state that they will train-up mechanical engineers' electrical skills. But it's whether they actually DO that.



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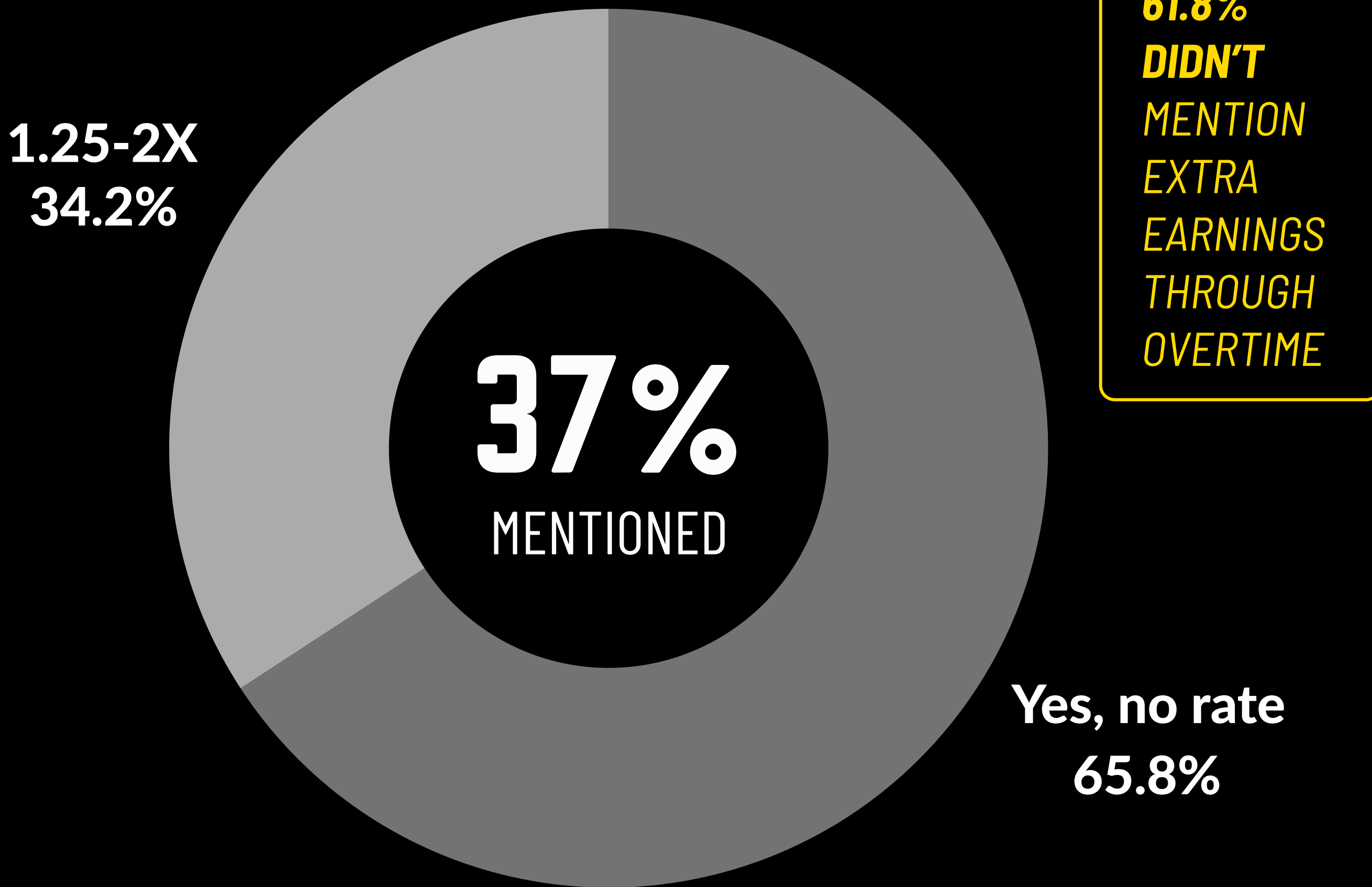
05

EXTRAS

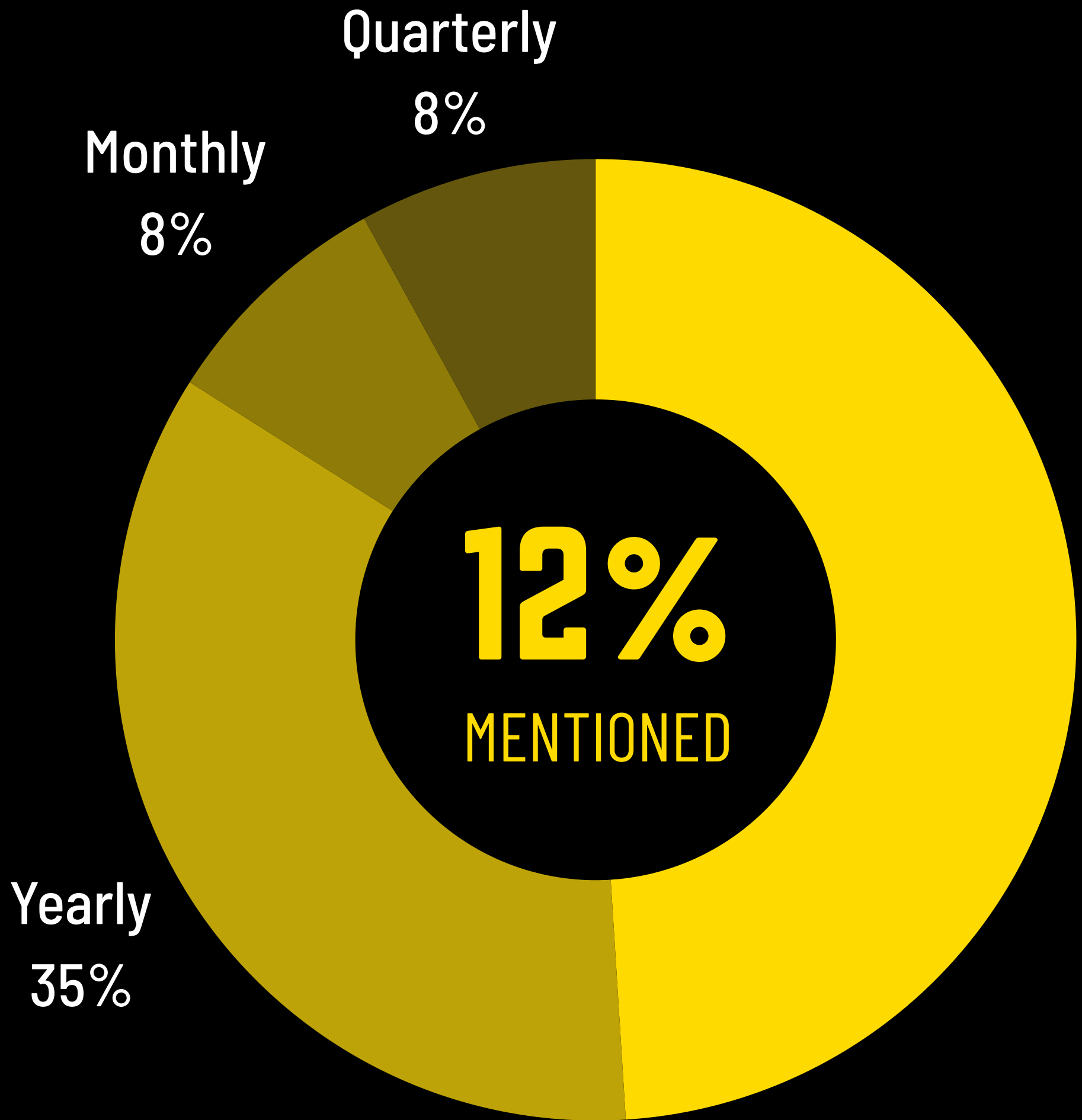
Insight into additional earning potential



OVERTIME



BONUS



88% DIDN'T MENTION ANYTHING ABOUT BONUS SCHEMES

Yes, no details 49%

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SUMMARY

Key takeaways and next steps



SUMMARY

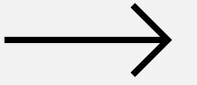
EAST MIDLANDS

The averages have risen again across the whole region. I did expect them to be higher, but I do know that some clients like to put the salaries lower first to see what they can get, then increase it later.

In terms of what will happen in the future, salaries will continue to rise. Of course, many roles offer lots of overtime where engineers can increase their earnings. But they're having to put in the extra work. The standard salary is almost always the first thing engineers see (and want) when looking for a new role.

If you're struggling to hire and want some expert advice – with no fees attached – then contact me today on 07548 757 246

WHO DID THE RESEARCH?



DANNIE BRIDGEWATER
Engineering Recruiter

Dannie headed up insights. Providing invaluable specialist knowledge into what is going on in the industry.



NIAMH THOMPSON
Marketing Assistant

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.



CHLOE SCARANO
Marketing Executive

CONTACT US



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all things recruitment.

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