



# The FoodEng Engineering Salary Report 2020

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## INTRODUCTION TO THE FOODENG 2020 ENGINEERING SALARY REPORT

### Survey Information

The Survey was concluded in June 2020.



**878** Engineering Professionals fully completed the survey.



**44** Is the average Age of Survey respondents.



**98.5% Male**  
1.5% Female



The average time taken to complete the survey was 6 minutes.

This survey report details Salaries for Engineering Professionals working across the UK Food & Beverage Industry. It provides Salary breakdowns by Job Titles, Geographical Location and covers the following Sectors:

- Food & Beverage Manufacturing
- Food Grade Packaging
- Food Storage & Distribution
- Machinery Suppliers (Capital Equipment)
- Engineering Services Providers
- Industrial Refrigeration / Refrigeration Services

The survey was conducted during a period that the UK's Food & Drink Industry faced unparalleled challenges, Covid has been massively disrupting the industry for over six months, and trading relationships with the EU are still unclear.

The survey briefly reviews salaries across 20 Engineering job positions within the UK Food & Drink industry and breaks down average salaries by Sectors and Geographical Regions. The survey then probes deeper to provide further information into the following positions:

- Maintenance Engineers
- Engineering Management
- Design Engineers
- Field Service Engineer
- Project Engineer & Project Management
- Sales Engineers / Sales Managers (Equipment)

*“The food and drink industry is the UK’s largest manufacturing sector, contributing **£31.1bn** to the economy annually and employing 450,000 people. It is a key part of the nation’s £121 billion ‘farm to fork’ food chain”*

*- Source: Food & Drink Federation*

## AVERAGE ENGINEERING SALARIES BY JOB TITLES

(National Permanent Averages)

Sector	Basic Salary	P60 Earnings
Group Engineering Manager / Engineering Director	£76,500	£84,995
Chief Engineer / Site Engineering Manager (Head of Engineering)	£61,390	£66,226
Engineering Manager / Maintenance Manager (Not Head of Engineering)	£50,541	£52,380
Assistant Engineering Manager / Engineering Shift Manager	£45,487	£48,226
Engineering Team Leader / Engineering Supervisor	£42,798	£47,322
Maintenance Engineer	£40,240	£44,791
Facilities / Site Services Engineer	£37,895	£38,803
Project Manager / Project Director (Engineering)	£56,940	£61,115
Project Engineer	£44,546	£48,521
Design Engineer / CAD Technician	£35,995	£37,787
Design Manager / Drawing Office Manager	£43,375	£45,000
Applications Engineer	£41,167	£41,233
Field Service Engineer (Service, Installation & Commissioning)	£38,338	£51,124
Field Service Manager	£50,660	£57,827
Controls/Automation Engineer	£43,040	£45,190
Process Engineer	£43,279	£48,423
Refrigeration Engineer (Industrial Refrigeration)	£37,720	£47,475
Engineering Planner / Coordinator	£38,400	£39,275
Sales Engineer / Sales Manager (Machinery / Process Solutions)	£48,135	£56,215
Other Engineering Roles	£44,604	£49,426

 - Highest Salary category

 - Lowest Salary category

This year we have introduced “Field Service Manager” as separate job title.

Previously, Facilities/Site Services Engineers held the position of lowest paid Salary category. However, having benefitted from one of the highest pay increases over the past 12 months averaging 8.4%, Facilities/Site Services Engineers are no longer the lowest-paid Salary category.

## AVERAGE ENGINEERING SALARIES BY SECTOR

(National averages for across all Food & Drink sectors)

Sector	Basic Salary	P60 Earnings
Ambient	£49,172	£54,062
Bakery	£45,173	£49,242
Confectionery	£42,263	£47,125
Dairy	£48,367	£52,593
Food Grade Packaging (Packaging Consumables)	£39,400	£44,692
Food Ingredients	£47,104	£50,356
Fresh Produce	£42,470	£46,864
Food Storage & Distribution (Non-Manufacturing)	£49,698	£55,821
Meat (Fresh & Frozen)	£44,250	£48,420
Milling	£43,971	£48,851
Poultry (Fresh & Frozen)	£41,672	£45,054
Pet Food / Animal Feed	£47,046	£52,150
Ready-Meals (Chilled & Frozen)	£44,394	£47,258
Ready-to-Eat / Food-to-Go	£44,733	£47,614
Seafood	£52,500	£58,110
Snacks & Cereals	£47,255	£51,502
Soft Drinks & Alcoholic Beverages	£44,957	£49,587
Sauces & Condiments	£41,932	£45,682
Oils & Fats	£44,900	£52,650
Refrigeration Systems / Refrigeration Services	£45,240	£53,437
Engineering Services Provider	£42,896	£48,005
Machinery Supplier	£42,247	£49,687
Other	£47,394	£51,682

 - Highest Salary category

 - Lowest Salary category



## AVERAGE ENGINEERING SALARIES BY LOCATION

(Averages across all permanent jobs within all UK regions)

Country	Basic Salary	P60 Earnings
England	£44,631	£49,674
Wales	£39,909	£43,074
Scotland	£45,027	£50,310
Northern Ireland	£41,038	£45,327

Regions of England	Basic Salary	P60 Earnings
North West	£44,418	£48,492
North East	£43,099	£48,426
South West	£45,115	£49,502
South East (Excluding London)	£46,495	£51,915
London	£50,945	£55,310
Midlands - East Midlands	£44,789	£49,338
Midlands - West Midlands	£46,476	£51,960
East of England	£44,276	£49,351
Yorkshire & Humber	£44,881	£49,129

 - Highest Salary category

 - Highest Salary category

2020 Salaries for London based Engineers in the Food & Drink Industry increased by an average of 6.5% over a 12 month period.

Although still the lowest paying region, significant pay increases were reported in the North East with a 6.9% year-on-year Salary increase.

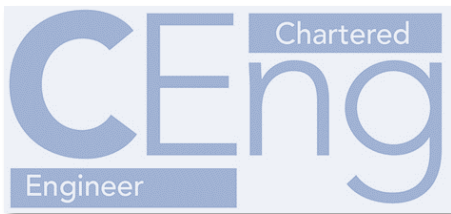


## AVERAGE ENGINEERING SALARIES BY QUALIFICATIONS

(National averages)

### Average Basic Engineering Salaries by Highest Qualification held:

Highest Qualification Held	Percentage of Respondents	Basic Salary
Higher Degree - Masters	7%	£55,909
Degree	12%	£47,910
HNC/HND – Higher National Certificate/Diploma	35%	£44,738
ONC - Ordinary National Certificate	8%	£44,471
City & Guilds	25%	£42,587
BTEC - Foundation	5%	£40,101
NVQ / SVQ	7%	£37,672
Other	1%	£37,714



**6%** of survey respondents were Chartered Engineers.

The average basic salary for Chartered Engineers who completed the survey is **£53,830 pa**. This is a reduction of £5,467 against the 2019 survey, but still 22% higher than those without Chartered status.



**Degree Average:  
£50,610**

**19%** of Engineers who responded are Degree qualified. On average, these individuals receive basic salaries £7,628 higher than non-Degree qualified Engineers.

Those holding Higher Degree qualifications are paid **25%** more than those holding HNC/HND qualifications.

Engineering Professionals working for a Food Machinery Supplier or Engineering Services Supplier are **twice as likely** to be Degree Educated, compared to those working for a Food & Beverage Manufacturer.

Engineers aged under 40 are almost **twice as likely** to be Degree qualified than Engineers aged over 40:

Age	Degree Qualified
20–39	51%
40+	26%

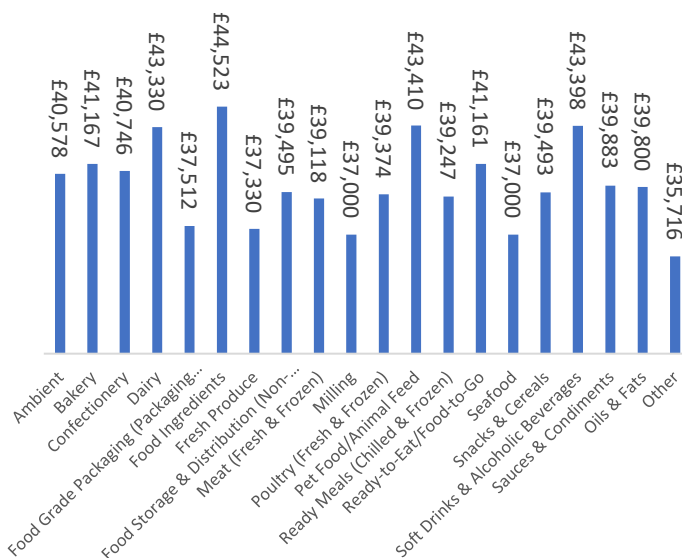
## MAINTENANCE ENGINEERS

### Average Maintenance Engineers Pay by Location:

Country	2020 Basic Salary	Vs 2019 Survey	2020 P60 Earnings
England	£40,530	↑ +2.3%	£45,284
Wales	£38,150	↔ 0%	£40,635
Scotland	£38,926	↑ +7%	£42,158
Northern Ireland	£38,620	↑ +10%	£43,780

Regions of England	Basic Salary	Vs 2019 Survey	2020 P60 Earnings
North West	£41,238	↑ +1.1%	£45,934
North East	£40,116	↑ +13.2%	£43,059
South West	£39,526	↑ +6.4%	£42,665
South East (not including London)	£41,647	↑ +3.3%	£49,176
London	£42,233	↓ -3.4%	£47,150
Midlands - West Midlands	£38,830	↔ 0%	£43,073
Midlands - East Midlands	£40,769	↑ +3.3%	£45,104
East of England (including East Anglia)	£40,815	↓ -2.8%	£46,382
Yorkshire & Humber	£40,040	↑ +3.0%	£45,128

### Average Basic Salaries for Maintenance Engineers by Sector:



**£40,240** is the average basic Salary for Maintenance Engineers working across the UK Food & Drink Industry in 2020. This figure represents a **2.9%** increase over the past 12 months.

Maintenance Engineers have also benefitted from a **4.3%** increase in P60 Earnings during 2020.

Salaries for Maintenance Engineers within **Food Grade Packaging, Milling and Seafood** remain below average. The Meat sector appears to have addressed lower than average Maintenance Engineer salaries with a **5.7%** increase compared to 2019.



## MAINTENANCE ENGINEERS

### Average Basic Salaries for Maintenance Engineers by Qualifications

Highest Qualification Held	% of Respondents	Basic Salary
Higher Degree - Masters	2%	£43,729
Degree	5%	£42,592
HNC/HND - Higher National Certificate/Diploma	38%	£41,256
ONC - Ordinary National Certificate	8%	£40,629
City & Guilds	29%	£40,163
BTEC - Foundation	5%	£39,553
NVQ/SVQ	10%	£36,308
Other Engineering Qualifications	2%	£35,500

### Average Basic Salaries for Maintenance Engineers by Engineering Bias

Engineering Bias	% of Respondents	Basic Salary
Electrically Biased	48%	£41,255
Mechanically Biased	39%	£39,479
Multi-Skilled 50/50	13%	£38,857

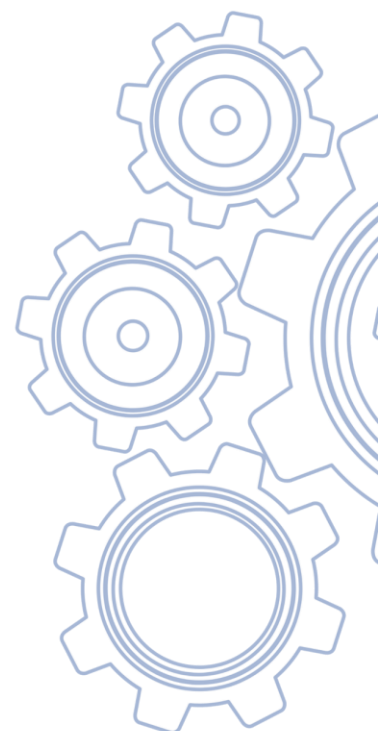
### Average Basic Salaries for Maintenance Engineers by PLC Skills

PLC Skill Level	% of Respondents	Basic Salary
None	27%	£38,406
PLC Fault Finding	57%	£40,095
PLC Fault Finding & Programming	16%	£43,311

Perhaps surprisingly with Degree level qualifications increasing across the board with Engineers aged under 40, a gradual decline in Degree qualified Maintenance Engineers is reported, from **11%** in 2017, down to **7%** in 2020.

Degree educated Maintenance Engineers earn **£1,136** more than their non-Degree qualified peers. Maintenance Engineers with an Electrical bias earn **£1,776** more than Mechanically Biased Engineers.

Despite demand for Electrically biased Maintenance Engineers outstripping supply and being far greater than demand for Mechanically biased Maintenance Engineers, survey results demonstrate no increase in Electrically biased Maintenance Engineers joining the Food & Drink sector, which would indicate that the sector is not doing enough to attract Electrically biased Maintenance Engineers.



## MAINTENANCE ENGINEERS

### Average Maintenance Engineer Salaries by Shift Pattern:

Shift Pattern	% of Respondents	Basic Salary	P60 Earnings
2 Shifts (Early & Late)	9%	£35,720	£40,073
3 on 3 off (Fixed Days or Fixed Nights)	2%	£39,250	£46,000
3 on 3 off (Rotating Days & Nights)	3%	£42,655	£50,715
3 Shifts (Early, Late & Night)	6%	£39,707	£43,626
4 on 4 off (Rotating Days & Nights)	30%	£42,164	£46,114
4 on 4 off (Days Only)	7%	£39,448	£42,554
4 on 4 off (Nights Only)	2%	£42,023	£45,260
Continental – Other	12%	£42,557	£47,684
Fixed Days (Monday to Friday)	17%	£37,145	£41,596
Fixed Nights (Monday to Friday)	3%	£39,278	£47,944
Other Shift Patterns	9%	£42,526	£47,753

### Weekly Contracted Hours

Contracted Hours	% of Participants
35 – 39	21%
40 – 42	64%
43 – 45	12%

*Average Weekly Contracted Hours for Maintenance Engineers*  
= **40.97**

On average, Maintenance Engineers work 3.9 hours per week above their contracted hours. **84%** of Maintenance Engineers working in the Food & Beverage Industry are paid for overtime with **£441** being the average monthly overtime payment.

Maintenance Engineers who do not receive overtime payments, seem to be compensated with a slight increase to their average basic salary, which is **£1,567** higher. They also work an average of 2.5hrs less each week.



## ENGINEERING MANAGEMENT

### UK Averages:

Job Title	Basic Salary	P60 Earnings
Group Engineering Manager / Engineering Director	£76,500	£84,995
Chief Engineer / Site Engineering Manager (Head of Engineering)	£61,390	£66,226
Engineering Manager / Maintenance Manager (Not Head of Engineering)	£50,541	£54,287
Assistant Engineering Manager / Engineering Shift Manager	£45,487	£48,226
Engineering Supervisor / Engineering Team Leader	£42,798	£47,322

Overall, Basic Salaries and P60 earnings in 2020 for those at Engineering Management level has barely increased compared to our 2019 survey and those at Group Engineering Manager and Engineering Director level actually saw a drop in average Salaries.

### Average Basic Salaries for Engineering Management by Highest Qualifications held:

Qualifications	% of Respondents	Basic Salary
Higher Degree	10%	£69,735
Degree	12%	£56,804
HNC/HND	38%	£49,415
ONC	10%	£49,054
City & Guilds	21%	£47,915
BTEC	2%	£46,883
NVQ / SVQ	5%	£44,297

2% of Engineering Management Respondents held Other or No Formal Engineering Qualifications.

**22%** of survey respondents at the Engineering Management level were Degree Educated. On average, basic salaries for these individuals were £14,233 higher than those without a Degree.

**8.4%** of Engineering Management respondents were Chartered Engineers and on average, they enjoyed base Salaries **31%** higher than those who didn't hold Chartered status.

### Average Basic Salaries for all Engineering Management by Team Size:

Engineering Team Size	Average Basic Salary*
1 – 4 people	£45,086
5 – 9 people	£47,292
10 – 14 people	£49,922
15 – 19 people	£54,422
20+	£64,407

### Supervisors & Lower Engineering Management

Engineering Team Leaders/Supervisors and Assistant Engineering Managers/Engineering Shift Managers managed teams with an average of 9 team members. Salaries for managing smaller teams of 1-10 members were similar. However, once team size reached 11+, we saw a significant Salary increase of around **12%**, as below:

Team Size	Average Basic Salary
Under 5 people	£42,832
5-10 people	£43,709
11-15 people	£47,875

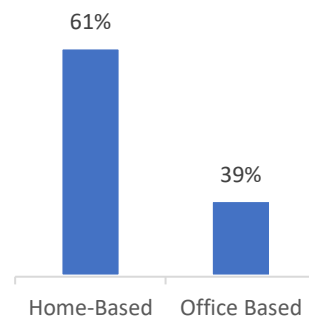
## SALES ENGINEERS / SALES MANAGERS

### UK Average Pay:

Job Title	Basic Salary	P60 Earnings
Sales Engineer / Sales Manager	48132	56215

### Typical Bonus Schemes for Engineering Sales Professionals

Bonus Type	% of Sales Respondents
Company Performance/Profit Share Only	10%
Company Performance & Individual Performance	33%
Commission (% of machinery sales of margin)	43%
None – Do not receive bonus or Commission	14%



### Company Cars & Travel for Sales Engineers / Sales Managers

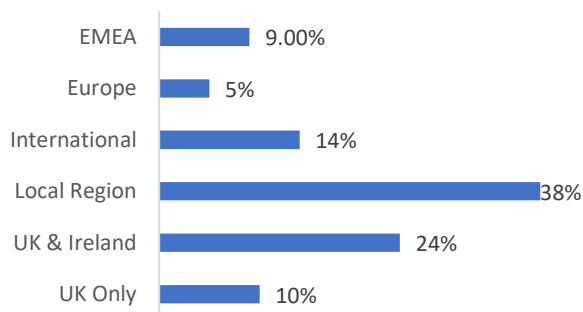


**74%** of respondents within the Sales Engineer and Sales Manager category benefit from a Company Car. **17%** receive a Car Allowance worth an average of **£469** per month (£5628 per annum).

**23 Weeks per year** is the average amount Sales Engineers and Sales Managers spend working away from home.

**£42,450** is the average basic salary for Regional Sales Managers.

### Sales Areas Covered:



**19%** of Engineering Sales Professionals who responded were Degree Educated. There was no evidence to suggest that Engineering Sales Professionals with Degrees earn more than those without Degrees.

## DESIGN ENGINEERS

### UK Average Pay:

Job Title	Basic Salary	P60 Earnings
Design Engineers	£35,995	£37,787
Design Managers	£43,375	£45,000

**61%** of Design Engineers do not receive paid overtime.

**54%** of Design Engineers are Degree Educated.

**13%** of Design Engineers frequently travel within their role, with an average of 6 weeks per year away from home.

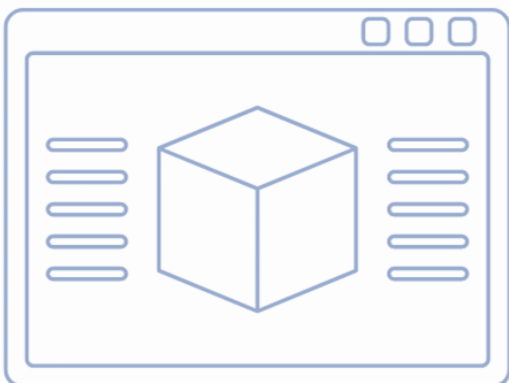
### Highest Qualification Held:

Qualifications	% of Respondents
Degree/Higher Degree	54%
HNC/HND	34%
Other	12%

### Most Popular CAD Packages Used

CAD Packages	% of Respondents
SOLIDWORKS	78%
AutoCAD	75%
AutoDesk Inventor	59%

Contract Design Engineers earn average Salaries **£24,073** higher than Permanent employees (*P60 Earnings*). This divergence in Salary for effectively the same job demonstrates why 'Contracting' remains a popular option for Design Engineers. However, a consequence of this is the ongoing difficulty Food Machinery businesses experience when attempting to appoint Design Engineers on a Permanent basis.



## FIELD SERVICE ENGINEERS

### UK Average Pay:

Job Title	Basic Salary	P60 Earnings
Field Service Engineer	£38,338	£51,124

### P60 Earnings by time away from home

Weeks Per Year	P60 Earnings
Under 10 Weeks	£46,591
10 – 19 Weeks	£50,214
20 – 29 Weeks	£51,800
30+ Weeks	£57,746

*Field Service Engineers spend an average of **23 weeks** per year working away from home.*

Travel Type	% of Respondents	Time Away from Home	Basic Salary	P60 Earnings	Company Car	Car Allowance	No Car / No Car Allowance
UK Only Travel	37%	15 Weeks	£42,454	£47,500	88%	9%	3%
Overseas Customers	63%	29 Weeks	£35,969	£57,418	63%	5%	32%

### Engineering Bias

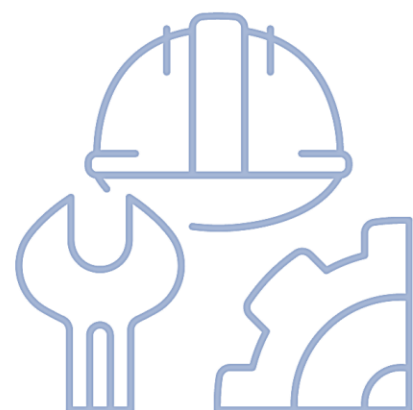
Engineering Bias	% of Respondents
Mechanical	41%
Electrical	38%
Multi-Skilled 50/50	21%

**88%** of Field Service Engineers are paid for overtime. With the average annual overtime payments being **£13,064**

**55%** of Field Service Engineers are paid 'Working Away' Allowances.

**62%** of Field Service Engineers receive bonuses worth on average **£3,141 pa**.

**81%** of Field Service Engineers are home based. The Field Service Engineers who spend the most time away from home earn the highest Salaries (P60 earnings).



## PROJECT ENGINEERS & PROJECT MANAGERS

### UK Average Pay:

Job Title	Basic Salary	P60 Earnings
Project Manager/Project Director	£56,940	£61,115
Project Engineer	£44,546	£48,521

### Average Basic Salaries by sector:

Job Title	Project Engineer	Project Manager/Project Director
Food & Beverage Manufacturing	£47,417	£42,302
Machinery Supplier/Engineering Consultancy	£59,200	£55,698

### Highest level of Engineering Qualifications held:

Qualifications	Project Engineer
Higher Degree	11%
Degree	40%
ONC/HNC/HND	27%
City & Guilds	18%
Other	4%

Only **15%** of Project Professionals are paid for overtime. **65%** of Project Professionals benefit from annual Bonuses.

**30%** of Project Professionals working for a Food Machinery Business or Engineering Services Provider are "Home-Based". This figure has increased by 12% since our 2019 Salary Survey.

**23%** of Project Engineering Respondents worked directly for a Food & Drink Manufacturer.

**£51,796** is the average basic salary for all Project category respondents, which is less than a 1% increase from our 2019 survey.

Degree Qualified Project Professionals earn an average of **£2,814 per year** more than individuals who do not hold a Degree.

**36%** of Project category respondents hold some form of Project Management Qualifications with Prince2 and APM being the leading Project Management qualifications held by survey respondents.

**12%** of Project category respondents were Chartered Engineers and earn **£10,160** more than non-Chartered Project Professionals

### Company Car/ Car Allowance Benefit for Project Engineers & Project Managers:

None	47%
Car Allowance	21%
Company Car	32%

## BONUS SCHEMES

(Averages across all permanent jobs within all UK regions)

**£3,723** is the average annual bonus received. This is down by £337 against our 2019 survey.

**45%** of all survey respondents benefit from some form of Bonus Scheme.

### Who receives a Bonus and how much do they receive?

Job Title	% of Job Title who receive a Bonus	Average Annual Bonus Value
Group Engineering Manager/Engineering Director	82%	£9,529
Sales Engineer / Sales Manager (Machinery/Process Solutions)	87%	£9,243
Chief Engineer / Site Engineering Manager (Head of Engineering)	66%	£6,643
Project Manager / Project Director (Engineering)	61%	£6,432
Engineering Manager / Maintenance Manager (Not Head of Engineering)	52%	£4,536
Field Service Engineer (Service, Installation & Commissioning)	62%	£2,904
Project Engineer	77%	£2,903
Assistant Engineering Manager / Engineering Shift Manager	44%	£2,788
Controls/Automation/Software Engineer	60%	£2,633
Process Engineer	73%	£2,241
Maintenance Engineer	33%	£1,940
Engineering Team Leader / Engineering Supervisor	35%	£1,777
Design Engineer / CAD Technician	37%	£1,762
Refrigeration Engineer (Industrial Refrigeration)	22%	£1,275
Facilities/Site Services Engineer	29%	£1,100

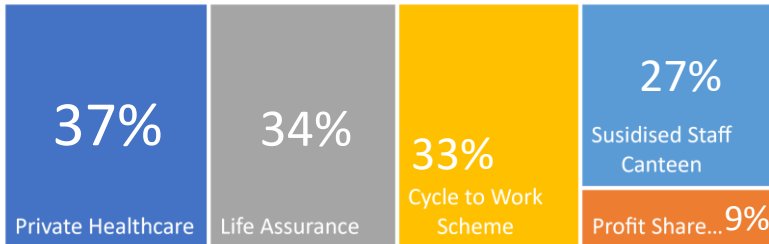




## ADDITIONAL BENEFITS & PENSION RATES

(Averages across all permanent employees within all UK regions)

### Additional Benefits Received:



**44%** of the Private Healthcare Schemes are Part Funded with the employee required to make a financial contribution or top-up.

**18%** of Engineering Professionals who completed the survey stated they benefit from Flexible Working Hours offered by their employer. This figure will increase significantly in the next survey as Work From Home becomes normalised (*post COVID-19*).

**13%** of respondents take advantage of the Governments Childcare Voucher Scheme.

The Meat Sector remains one of the lowest employer pension contributors at just over **5%** contribution.

The average value of Car allowance schemes to the employee is **£6,284** per year / **£523** per month.

### Pension Rates

**95%** of survey respondents are enrolled in some form of pension with their employer.

**6%** is the average rate for Employer Pension Contributions made by the UK Food & Drink Industry across all Engineering Personnel. This increases to **7.3%** for Senior Engineering Management / Director level.



### Do you benefit from a Company Car Scheme?

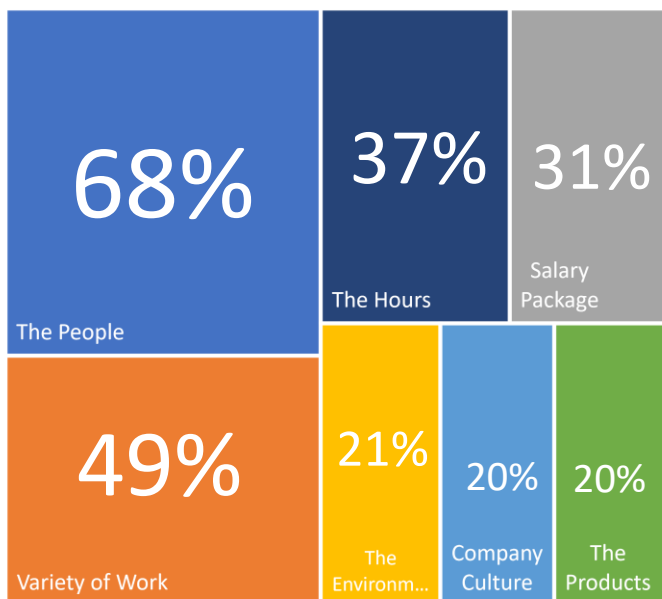
By Job Title	No	Company Car	Car Allowance	Car Allowance Value
Group Engineering Manager / Engineering Director	29%	41%	30%	£623 pm
Chief Engineer / Site Engineering Manager (Head of Engineering)	60%	20%	20%	£579 pm
Engineering Manager / Maintenance Manager (Not Head of Engineering)	80%	11%	9%	£530 pm
Project Manager / Project Director	41%	40%	19%	£431 pm
Project Engineer	54%	23%	23%	£342 pm
Field Service Engineer (Service, Installation & Commissioning)	17%	79%	4%	£508 pm
Sales Engineer / Sales Manager (Machinery / Process Solutions)	8%	74%	18%	£469 pm

## JOB SATISFACTION & CAREER MOTIVATIONS

(Averages across all permanent employees within all UK regions)

### What people enjoy about working for their current employer:

(Respondents were given the option to select multiple options)



58% of survey respondents received a pay rise over the past 12 months.

60% of survey respondents expect their pay to increase over the next 12 months.

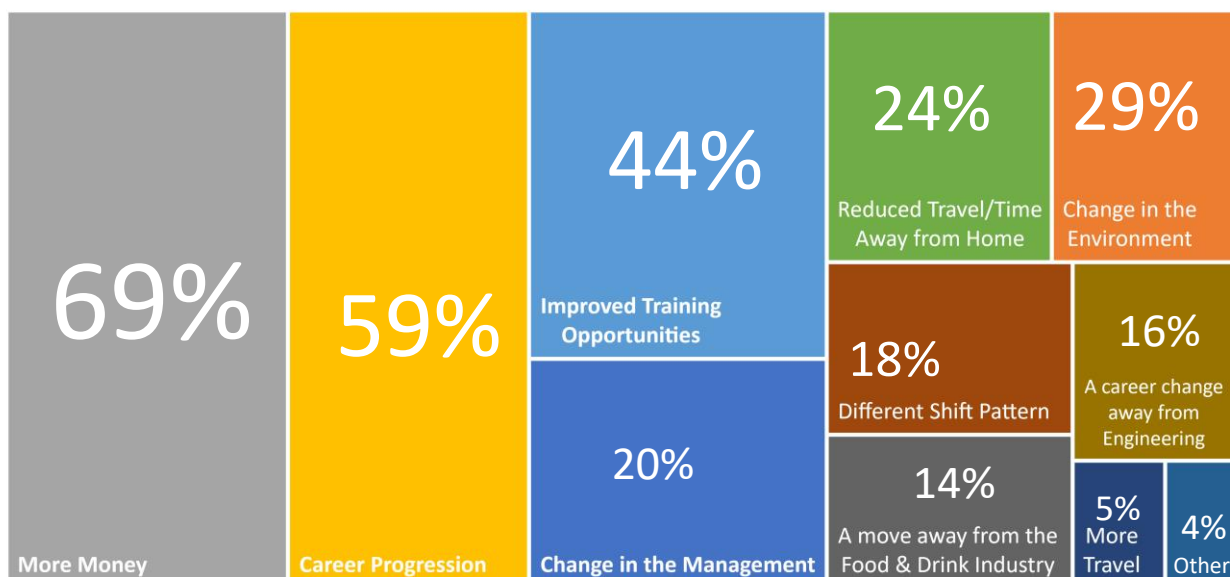
60% of respondents said they do not received sufficient training opportunities.

52% said they do not have regular performance reviews.

72% of respondents felt their role lacked a defined career path. This figure is still a lot higher than we would hope for, but we have seen a gradual reduction over the past 3 years of surveys. Our 2018 survey shown that 81% of individuals lacked a defined career path.

### Motivation for considering a career move away from current role:

(Respondents were given the option to select multiple options)



## Covid Pandemic

It is too early to fully grasp the ramifications and effects of the 2020 Covid Pandemic, however, so far in 2020, the Food & Drink Industry is demonstrating great resilience and only 16% of survey respondents indicate being negatively affected.

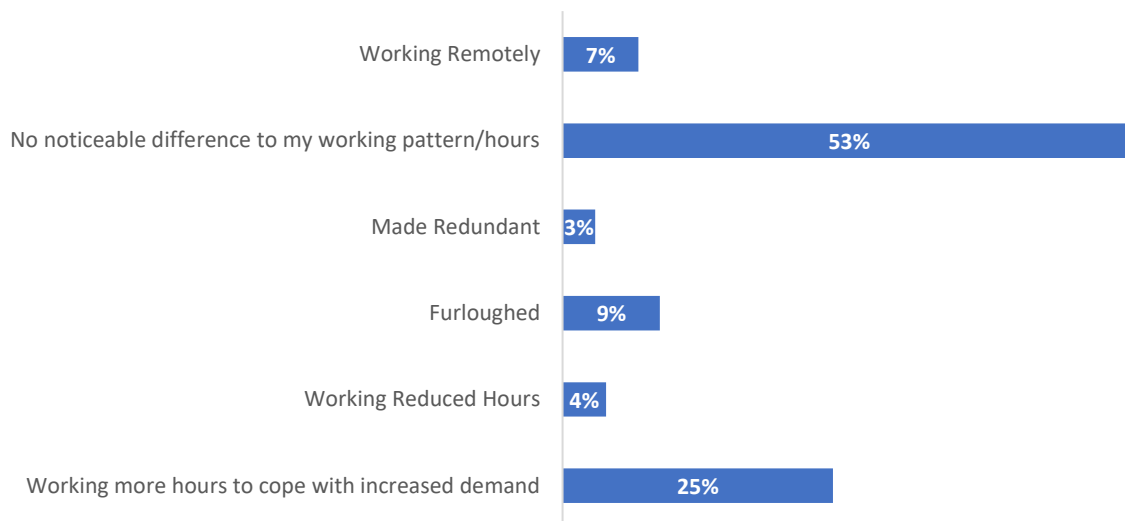
Early analysis of survey findings show that the vast majority of Engineers / Engineering professionals either made redundant or furloughed are employed by Food Machinery businesses or Engineering Service providers to the Food & Drink Industry.

Our 2020 annual survey indicates that the Food & Drink Manufacturing sector is performing robustly and furloughing much fewer workers proportionally in comparison with many other sectors of UK industry.

Indeed, in some areas of the Food & Drink Manufacturing sector and Food Supply Chain, there has been a shortage of workers brought about by the pandemic and self-isolating, resulting in anecdotal evidence of wage inflation.

It will be interesting to fully report and review the impact of COVID-19 in our 2021 Salary Survey.

## **How has the Coronavirus Pandemic affected your Employment/Work Pattern?**



This Salary Survey Report was prepared by:

# FoodEng Recruitment

Engineering Professionals for the Food & Drink Industry



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