
GREYSTONE
ROLE-FINDING REIMAGINED

BUILDING SERVICES

**SALARIES, RATES &
INSIGHTS**

2025

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Building Services Salaries, Rates & Insights 2025

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EXECUTIVE INTRODUCTION

The Harsh Reality Of Building Services Recruitment

An Interview With Simon Wilson, Managing Director

Every year we analyse salaries and market trends, and this year's insights present an opportunity to make impactful changes in the industry. Engineers are walking away, recruitment is getting harder. This guide offers solutions.

This survey was sent to over 15,000 industry professionals. For those who genuinely want to improve their business, the blueprint is in this guide. The companies that take action now can gain a competitive advantage.

In the boldest guide we've ever published, here lays out the brutal reality of where the sector is headed and what needs to change before it's too late.



Simon Wilson

DIRECTOR & FOUNDER

The Market Outlook

From January to mid-August 2024, the market followed familiar boom-year patterns. But something changed in late August. Was it the summer holiday lull? The election? The Christmas slowdown? Possibly. But more likely, it's a deeper shift in market confidence.

January 2025 brought fresh optimism, as it always does, but the jury is still out. Clients are bidding, the pipeline of tenders is healthy but actual instructions are lagging. Companies seem confident that projects will get the green light, but confidence alone won't drive results.

The truth is, we don't know yet what kind of year we're in for. What we do know is that waiting on the sidelines is a dangerous game. The companies that make proactive moves now will be the ones that succeed.

The Workforce is Shrinking. Fast.

The numbers back it up: 44% of building services engineers are actively looking for a new role within the next 12 months. Worse yet, 52% of building services engineers are considering leaving the industry within the next 3 years. And considering that over two thirds (79%) of respondents in our survey were aged 45 and under, this is cause for concern.

Let that sink in. Over half of the industry is preparing to walk.

Why? The answers aren't complicated. When asked what they would like to change about the building services industry, engineers pointed to three key factors:

- Higher salaries and better benefits. 40% of respondents do not feel that their pay is competitive to what they see in the wider market. Of those people, 86% had had a pay rise in the last 12 months, demonstrating that even with a pay increase, they still don't feel well compensated.
- Realistic deadlines and improved project planning. 30% of respondents cite short timescales and poor work life balance as the thing they'd most like to change about the industry.

LET THAT SINK IN. OVER HALF OF THE INDUSTRY IS PREPARING TO WALK.

- Wider industry recognition for their contributions. 11% of engineers aren't happy with the lack of wider recognition in comparison to their peers in similar industries.

54% of people do not feel that Building Services is an attractive industry for young engineers. This industry is aging, we're not attracting new talent and we're losing young talent to better-paying, sexier sectors. The steady loss of skilled engineers is a critical issue that needs to be addressed immediately.

Companies need to implement meaningful changes to retain their top talent, including offering competitive salaries, realistic project planning, and advocating for improvements within the industry. Failure to take action will result in a continued exodus of skilled engineers, leading to a potential industry crisis within the next few years - just look how hard it is to find electrical engineers!

Pay Trends: Have We Reached The Ceiling?

Over the past few years, salary bands have stretched further than ever before. Employers, desperate to secure talent, have paid the price for overextending. Clients desperate to afford that Senior Engineer on the market have had to offer Principal job titles in order to be able to offer the right salary number.

The result? Misalignment, underperformance, and an increase in failed probations.

We're now seeing a shift. Companies are pulling back, recognising that inflating salaries beyond structured pay scales doesn't guarantee the right hire. Those who once said, "We'll do whatever it takes" are now saying, "No, we can't afford that person - they don't fit our structure."

As you will see from our salary guide later in this report, salaries have remained stable from 2024 into 2025. The frantic salary inflation of previous years is slowing, and bandings are finally starting to tighten.

The Industry's Self-Inflicted Crisis

Here's what's interesting: 90% of hiring demand is focused on engine room level hires, senior and principal engineers - the very people who are the most vocal about dissatisfaction throughout this guide.

The findings in this year's guide make one thing painfully clear: the industry is burning out its best people. 92% of engineers are working beyond their contracted hours, taking on responsibilities above their pay grade, and watching their teams struggle due to chronic under-resourcing. Employers know it. Employees feel it. And yet, nothing changes.

All of this data points to a potential misalignment between employer needs and employee sentiment, which presents an opportunity for companies to reassess their approach to attracting and retaining top talent. By proactively addressing potential concerns related to compensation, work-life balance, company culture, and other factors that contribute to employee satisfaction, companies can create a more fulfilling and engaging work environment for experienced engineers. This strategic shift not only benefits employees but also strengthens the company's ability to attract and retain the skilled workforce essential for success, shifting towards a more positive and sustainable future.

Work Patterns: Who's Getting It Right?

The industry's ongoing debate around hybrid work continues to divide opinion, but the numbers tell a clear story:

Nearly a third of the workforce (28%) have been asked to return to the office more frequently within the last 12 months, and over half of those engineers (52%) are unhappy about it. This ties in with the 54% who feel their work-life balance has worsened over the past year.

The data also reinforces a simple hiring reality: If you're mandating five days a week in the office, attracting talent will be harder.

IF YOU'RE MANDATING 5 DAYS A WEEK IN THE OFFICE, ATTRACTING TALENT WILL BE HARDER.

Some businesses are willing to take that gamble, but for most, it's a risky strategy. If you're struggling to fill roles, it might be time to ask whether rigid office policies are part of the problem.

Why Recruitment Agencies Matter More Than Ever

Another insight from the data? Only 11% of respondents don't use a recruitment agency, which makes us a vital part of your hiring strategy.

Employers say they're struggling to hire - but they aren't working closely enough with the right recruiters. This is the moment to get your recruitment supply chain in order. The companies that invest in strong recruiter relationships will secure the best talent.

We made ourselves vulnerable this year and asked respondents directly 'who is your top recruiter of choice?'. No fluff, no filters. 69% of respondents voted Greystone as their recruiter of choice. Did they have to say Greystone? No. But they did.

Those engineers who had previously utilised our services then went on to rate our service 4.5 out of 5 stars - not an easy feat in the recruitment industry - demonstrating our commitment to the highest standards of service.

We put ourselves under the microscope. Now it's your turn.

Final Thought: The Industry Needs A Wake-Up Call

The data in this salary guide isn't just a list of numbers - it's a stark warning. Building services engineering is struggling to attract young talent, retain experienced professionals, and sustain a healthy working environment.

The data shows that the industry has challenges that must be addressed. Businesses that are willing to adapt and take action will position themselves for success. Those that fail to evolve risk losing their top talent.

The message is clear: embrace change. By doing so, we can ensure a bright future for the industry.

You've got the data. You've got the insights. The only question left is: What are you going to do about it?



Survey Insights

How are engineers feeling in 2025?

"The industry has made it through a challenging 2024 and signs for 2025 appear positive. With elections out the way in both the UK and the US, it is hoped that 2025 should see growth and development amongst the private sector as global & national investors and clients see the UK as a safe and reliable place to invest their funds.

2025 is not going to be without its own obstacles of course; Material costs and labour challenges will remain a key factor for projects entering construction, and the industry is still working out how to navigate the Building Safety Act.

However, the opportunity for Building Services Engineers and Energy & Sustainability Consultants remains at an all-time high as we seek to design ever higher performing buildings, meaning the industry's top talent will be in significant demand.

Decarbonisation of the UK's corporate-real-estate is an ever growing sector; one where great gains in energy-efficiency and embodied-carbon could be achieved by the construction industry over the coming decade. Big steps forward have been taken by the institutions such as the British Council for Offices (BCO) in the proposed updates to their Guide for Offices, reflecting the reality of today's building energy demands/uses, plus challenging the market to meet/improve on the much lower design criteria(s). NABERS rated buildings could become standard across the UK, therefore the true performance of commercial buildings will be firmly in the spot-light and the entire supply chain has to up-skill to take on this challenge.

It is the responsibility of our engineering community to champion and promote energy/carbon efficient design and construction practices. What a great time to be involved in the UK's most rewarding industry!"

AUSTIN WIKNER | PARTNER, RIDGE & PARTNERS

Pay Increases Aren't Keeping Up with Expectations

40%



feel that their pay is not competitive to what they see in the wider market. Of those people:

86%



had had a pay rise in the last 12 months.

If employees feel their salaries lag behind the market despite receiving raises, they may see switching jobs as the best route to better pay. This could lead to higher turnover for employers not adjusting compensation strategies effectively.

78%



of all respondents feel they would receive a higher salary if they moved jobs.

44%



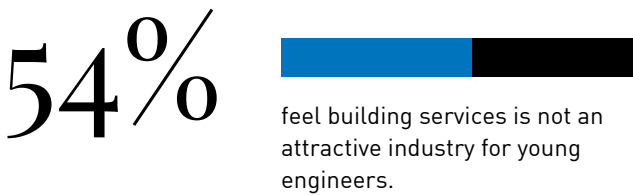
of all respondents anticipate looking for a new job in 2025.

Survey Insights

How are engineers feeling in 2025?

The Industry Is Burning Out Its Best People

Considering that **over two thirds** (79%) of respondents in our survey were aged 45 and under, this is cause for concern.



The answers are in this guide. When asked what they would like to change about the building services industry, engineers pointed to three key factors:

Higher Salaries & Better Benefits

40%

of respondents do not feel that their pay is competitive to what they see in the wider market.

Realistic Deadline & Project Planning

30%

30% of respondents cite short timescales and poor work life balance as the thing they'd most like to change about the industry.

Wider industry recognition

11%

of engineers aren't happy with the lack of wider recognition in comparison to their peers in similar industries.

How to Stop Underpaying And Losing Talent

ACTION PLAN

The data is clear. Employees feel overworked, underpaid, and undervalued. Many companies are losing top talent simply because they aren't paying competitively, and the cost of replacing skilled engineers is far greater than the cost of retaining them. Underpaying isn't just about salary; it's about fairness, transparency, and offering a complete package that keeps employees engaged and loyal.

If your company is struggling to attract and retain talent, it's time to act. Here's how:

01

Audit Your Salaries

- Benchmark against industry standards to see where your pay scales stand.
- Compare internal salaries across roles to identify inconsistencies.
- Consider regional variations in pay and cost of living.

ACTION STEP: USE THIS SALARY GUIDE TO ENSURE COMPETITIVE PAY

02

Close The Pay Gap

- If new hires are earning significantly more than existing employees in the same role, adjust salaries accordingly.
- Ensure fair pay progression to retain experienced staff.
- Address pay disparities caused by rushed, reactive hiring decisions.

ACTION STEP: IMPLEMENT PAY ADJUSTMENTS WHERE NECESSARY TO MAINTAIN INTERNAL EQUITY AND PREVENT TURNOVER.

03

Be Transparent About Salaries

- Clearly communicate how salaries are structured and when they will be reviewed.
- Establish a timeline for performance-based salary increases.
- Ensure managers can confidently explain pay decisions to their teams.

ACTION STEP: PROVIDE EMPLOYEES WITH CLEAR SALARY BANDINGS AND REVIEW POLICIES TO BUILD TRUST.

04

Offer More Than Just Salaries

- Competitive benefits (pension contributions, private healthcare, bonuses).
- Career development opportunities (mentorship, training, certifications).
- Flexible working arrangements (hybrid/remote options, compressed hours).

ACTION STEP: IMPROVE YOUR TOTAL COMPENSATION PACKAGE TO ALIGN WITH WHAT EMPLOYEES TRULY VALUE.

Survey Insights

How are engineers feeling in 2025?

Ongoing Tension Between Employer Mandates And Employee Expectations Around Hybrid Work.

54%



of respondents feel their work-life balance has not improved over the past 12 months.

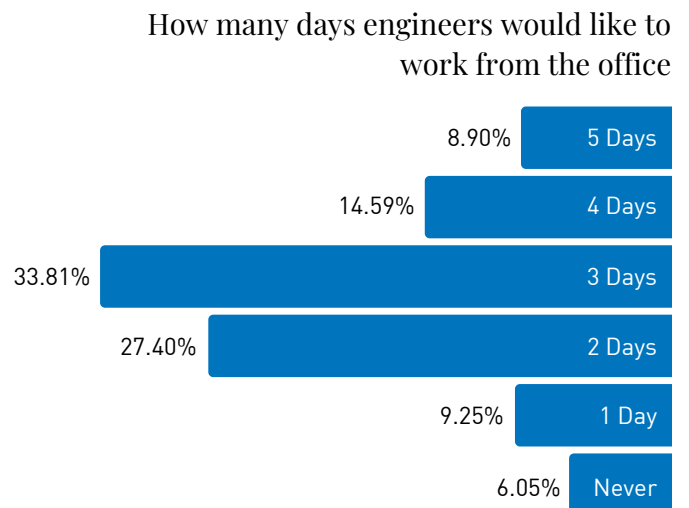
1 in 3

respondents would change their working pattern if they could.

53%



of respondents that have been asked to return to the office more frequently were unhappy with the change.



The most common working pattern is 3 days in the office, and this aligns closely with employee preferences (33% ideally want the same). This suggests that while some employees want further flexibility, three days in-office may represent a widely accepted middle ground.

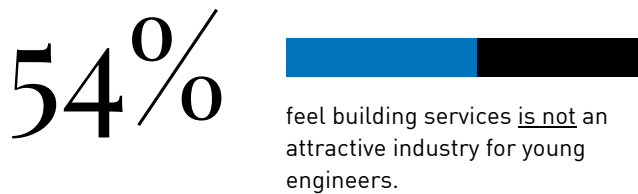
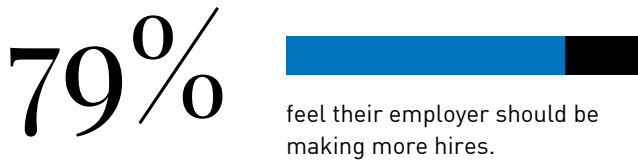
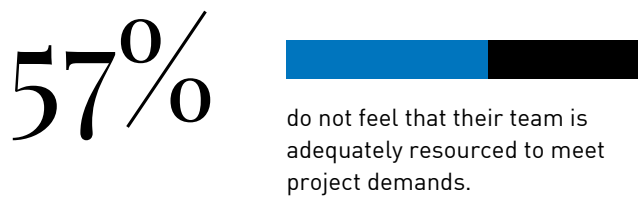
“The rate of change in technology presents a real opportunity for progress in an industry that continues to be challenged by the economic outlook and outdated habits. Clients need us to be part of high performing teams that deliver so much more than just the brief or ‘our bit’ and provide true consultancy expertise to solve the wider industry problems. Those who are curious and brave, and openly embrace working with others will lead the way...”

MARK WILKINSON | DIRECTOR, HOARE LEA

Survey Insights

How are engineers feeling in 2025?

Forecasting For The Future



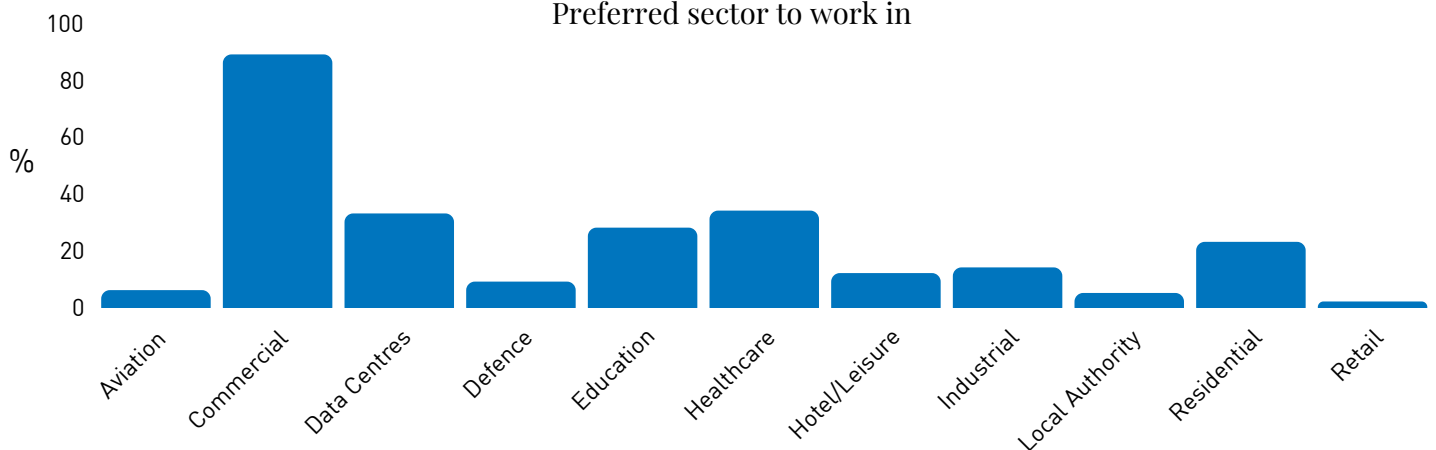
“The outlook for our industry is surprisingly strong given the relatively turbulent past 12 months. 2025 has bounced back with force, and I expect consultancies are optimistic that there is real opportunity for continued growth for the year ahead.

The collapse of ISG shows how fragile the market is, but riding these out is all about having a diverse workload and not relying on one specific sector. This approach can provide real added value to clients this way, utilising knowledge gained working on projects across multiple sectors

Finding and retaining top talent should be top of everyone’s agenda and is fundamental to business growth. This combined with a focus on quality will ensure high performing levels of repeat business for organisations. This approach with a potentially very buoyant market means the building services industry should be very optimistic for 2025!”

GUY WILLIS-ROBB | DIRECTOR, HARLEY HADDOW

Preferred sector to work in



Survey Insights

How are engineers feeling in 2025?

“There’s never been a more exciting time to be a building services or sustainability consultant. The market is buoyant and the influence we all can have has exponentially increased over recent years. We are really excited for what the future holds as holistic design becomes essential to delivering success and building services, and sustainability is right at the heart of this success.”

PAUL WEBBER | REGIONAL DIRECTOR, ARUP

The job market remains highly competitive, with 70% of companies struggling to recruit in the past 12 months. Despite this, retention efforts appear to be falling short, as over half of employees feel their employer hasn’t done enough to retain staff. With 51% forecasting an increased workload in the next six months, businesses risk further strain if hiring and retention challenges persist.

Notably, a huge 89% of job seekers use recruitment agencies, highlighting the importance of strong agency partnerships to attract top talent. As workloads rise and competition for skilled professionals intensifies, businesses must refine their retention strategies and workforce planning to stay ahead.

Recruitment Agencies Are Essential

70%



of respondents say their company has struggled to recruit additional resource in the last 12 months.

51%



of respondents do not feel their employer has done a good enough job of retaining staff within the last 12 months.

89%



of respondents prefer to use a recruitment agency when looking for a new role.

79%



feel their employer should be making more hires.

RESOURCE

The Recruiter Partnership Framework: For Employers

CHOOSING THE RIGHT AGENCY FOR LONG-TERM SUCCESS

Finding and keeping talented engineers is more important than ever. Not only does the data in this guide demonstrate that candidates prefer to work with a recruitment agency, but many companies don't have a long-term hiring strategy and need the right recruitment partner to help them find the best engineers. A great recruiter is a strategic ally and a necessary marketing tool, helping you to find the right talent and sell your business to them. Use this guide to evaluate your current recruitment agency and decide if you need a new one.

01

Industry Expertise: Do They Truly Understand Your Sector?

Why it matters: A recruiter who understands your industry can identify candidates who aren't just technically qualified but who also align with your business needs and culture.

- Do they specialise in building services engineering, or are they generalists?
- Can they speak knowledgeably about technical skills, qualifications, and market trends?
- Do they understand the nuances between different engineering disciplines?

02

Candidate Quality: Are They Delivering the Right Talent?

Why it matters: If your recruiter is sending you dozens of unqualified CVs, they're wasting your time. A great recruiter delivers quality over quantity, sending only the best-matched candidates.

- Do the majority of CVs they send meet your expectations, or are you sifting through irrelevant profiles?
- Do their candidates stay in roles long-term, or is there a high dropout rate?
- Do they pre-screen candidates effectively, saving you time?

03

Market Intelligence: Are They Providing Strategic Insights?

Why it matters: Recruitment isn't just about filling vacancies—it's about staying ahead of the curve. A recruiter who provides market intelligence helps you make informed hiring decisions and position your company as an employer of choice.

- Do they share salary benchmarks and hiring trends to help you stay competitive?
- Do they advise on talent shortages and alternative hiring strategies?
- Can they provide insight into your employer brand's reputation in the market?

The Recruiter Partnership Framework: For Employers

CHOOSING THE RIGHT AGENCY FOR LONG-TERM SUCCESS

04

Partnership Approach: Are They Invested in Your Long-Term Success?

Why it matters: A recruiter who's only focused on filling jobs for commission will never prioritise long-term fit. The best recruiters act as true partners, helping you build a sustainable talent pipeline.

- Do they take the time to understand your company culture and long-term hiring plans?
- Are they proactively suggesting ways to improve your hiring strategy?
- Do they follow up with placements, ensuring both employer and candidate satisfaction?

05

Transparency & Trust: Are They Working in Your Best Interest?

Why it matters: Trust is the foundation of any good partnership. If a recruiter overpromises and underdelivers, pushes candidates just to close a deal, or lacks transparency, it's time to reconsider your options.

- Do they communicate honestly about challenges and market realities?
- Are their fees transparent and justifiable based on the service provided?
- Do they represent your company professionally when approaching candidates?

Making the Right Choice: When to Stay and When to Switch

If your recruiter ticks all the boxes above, congratulations! You have a strong hiring partner who is genuinely invested in your success. Strengthen this relationship by keeping communication open and involving them in your long-term talent strategy.

However, if your current recruiter falls short, it may be time to rethink your approach. The wrong agency can cost you time, money, and top talent. Don't settle for a recruiter who merely fills jobs, work with one who builds your business.

Treat Recruitment as an Investment, Not an Expense

The war for talent isn't going away. Businesses that treat recruitment as a strategic function, rather than just another cost, will be the ones that thrive. Choose a recruitment partner who doesn't just find candidates, but helps you build a stronger, more resilient business.

Is your current recruiter helping or hindering your growth? If you're not sure, it might be time to start a new conversation.

Permanent Annual Salaries



Leadership	London	South East	South West	West Midlands	East Midlands	Yorkshire & The Humber	North East	North West	Wales	Scotland
Director	£92,500 - £170,000	£80,000 - £115,000	£79,000 - £110,000	£80,000 - £104,000	£80,000 - £104,000	£75,000 - £85,000	£70,000 - £90,000	£77,000 - £98,000	£70,000 - £86,000	£72,000 - £90,000
Associate Director	£80,000 - £100,000	£69,000 - £92,000	£67,000 - £85,000	£78,000 - £88,000	£78,000 - £88,000	£65,000 - £74,000	£61,000 - £75,000	£69,000 - £83,000	£61,000 - £75,000	£62,000 - £75,000

Mechanical	London	South East	South West	West Midlands	East Midlands	Yorkshire & The Humber	North East	North West	Wales	Scotland
Associate	£70,000 - £92,000	£66,000 - £80,000	£65,000 - £74,000	£63,000 - £79,000	£63,000 - £79,000	£55,000 - £67,000	£51,000 - £63,000	£65,000 - £78,000	£60,000 - £69,000	£53,000 - £67,000
Principal	£64,000 - £78,000	£56,000 - £72,000	£54,000 - £68,000	£55,000 - £69,000	£55,000 - £69,000	£50,000 - £57,000	£47,500 - £61,000	£53,000 - £65,000	£46,000 - £60,000	£48,000 - £60,000
Senior	£51,500 - £70,000	£54,000 - £66,000	£47,000 - £63,000	£48,000 - £63,000	£48,000 - £63,000	£42,000 - £52,000	£41,000 - £56,000	£45,000 - £62,000	£41,000 - £56,000	£39,000 - £57,000
Intermediate	£38,000 - £50,000	£35,000 - £48,000	£32,000 - £47,000	£33,500 - £47,000	£33,500 - £47,000	£31,000 - £41,000	£28,500 - £40,000	£33,000 - £44,000	£30,000 - £45,000	£32,500 - £47,000
Graduate	£30,000 - £38,000	£27,000 - £35,000	£26,000 - £34,000	£25,000 - £34,000	£25,000 - £34,000	£21,000 - £31,000	£23,000 - £31,000	£25,500 - £33,000	£24,000 - £32,500	£22,000 - £34,000

Electrical	London	South East	South West	West Midlands	East Midlands	Yorkshire & The Humber	North East	North West	Wales	Scotland
Associate	£70,000 - £92,000	£66,000 - £81,000	£64,000 - £74,000	£63,000 - £79,000	£63,000 - £79,000	£55,000 - £67,000	£52,000 - £64,000	£65,000 - £78,000	£60,000 - £69,000	£53,000 - £67,000
Principal	£64,000 - £79,000	£56,000 - £72,000	£54,000 - £68,000	£55,000 - £70,000	£55,000 - £70,000	£50,000 - £57,000	£48,500 - £61,500	£53,000 - £65,000	£46,000 - £60,000	£48,000 - £60,000
Senior	£51,500 - £70,000	£50,000 - £65,000	£45,000 - £63,000	£47,000 - £63,000	£47,000 - £63,000	£42,000 - £52,000	£38,000 - £56,000	£45,000 - £62,000	£41,000 - £56,000	£39,000 - £57,000
Intermediate	£38,000 - £50,000	£35,000 - £48,000	£32,000 - £47,000	£33,500 - £47,000	£33,500 - £47,000	£31,000 - £41,000	£29,000 - £40,000	£33,000 - £44,000	£30,000 - £45,000	£32,500 - £47,000
Graduate	£30,000 - £38,000	£27,000 - £35,000	£26,000 - £34,000	£25,000 - £34,000	£25,000 - £34,000	£21,000 - £31,000	£23,000 - £29,000	£25,500 - £33,000	£24,000 - £32,500	£22,000 - £34,000

Public Health	London	South East	South West	West Midlands	East Midlands	Yorkshire & The Humber	North East	North West	Wales	Scotland
Associate	£71,000 - £93,000	£69,000 - £87,000	£56,000 - £70,000	£59,000 - £74,000	£59,000 - £74,000	£55,000 - £67,000	£58,000 - £63,000	£59,000 - £75,000	£53,000 - £60,000	£54,000 - £62,000
Principal	£59,000 - £79,000	£58,000 - £73,000	£51,000 - £64,000	£51,000 - £65,000	£49,000 - £65,000	£50,000 - £57,000	£48,000 - £57,000	£53,000 - £64,000	£47,000 - £57,000	£46,000 - £59,000
Senior	£50,000 - £69,000	£42,000 - £63,000	£42,000 - £55,000	£44,000 - £56,000	£43,000 - £55,000	£42,000 - £52,000	£39,000 - £51,000	£44,500 - £60,000	£39,000 - £53,000	£37,000 - £54,000
Intermediate	£38,000 - £52,000	£33,000 - £43,000	£31,000 - £44,000	£33,000 - £44,000	£33,000 - £45,000	£31,000 - £41,000	£29,000 - £40,000	£31,000 - £46,000	£28,000 - £39,000	£29,500 - £38,000
Graduate	£30,000 - £38,000	£26,000 - £33,000	£26,000 - £32,000	£25,000 - £32,000	£25,000 - £33,000	£21,000 - £31,000	£23,000 - £29,000	£25,000 - £35,000	£23,500 - £29,000	£24,500 - £32,000

Permanent Annual Salaries



Sustainability Leadership	London	South East	South West	West Midlands	East Midlands	Yorkshire & The Humber	North East	North West	Wales	Scotland
Director	£80,000 - £108,000	£76,000 - £91,000	£74,000 - £89,000	£74,000 - £86,000	£74,000 - £86,000	£74,000 - £86,000	£69,000 - £83,000	£71,000 - £86,000	£69,000 - £84,000	£71,000 - £88,000
Associate Director	£74,000 - £96,000	£64,000 - £81,000	£65,000 - £78,000	£60,000 - £78,000	£60,000 - £78,000	£60,000 - £78,000	£59,000 - £71,000	£61,000 - £76,000	£57,000 - £72,000	£65,000 - £74,000

Sustainability	London	South East	South West	West Midlands	East Midlands	Yorkshire & The Humber	North East	North West	Wales	Scotland
Associate	£57,000 - £76,000	£50,000 - £66,000	£49,000 - £66,000	£52,000 - £64,000	£52,000 - £64,000	£52,000 - £64,000	£48,000 - £59,000	£50,000 - £67,000	£49,000 - £58,000	£50,000 - £68,000
Principal	£49,000 - £62,000	£44,000 - £61,000	£47,000 - £57,000	£46,000 - £54,000	£46,000 - £54,000	£46,000 - £54,000	£39,000 - £50,000	£45,000 - £53,000	£44,000 - £50,000	£45,000 - £53,000
Senior	£40,000 - £55,000	£37,000 - £53,000	£38,000 - £50,000	£39,000 - £49,000	£39,000 - £49,000	£39,000 - £49,000	£36,000 - £44,000	£40,000 - £49,000	£36,000 - £48,000	£37,000 - £49,000
Intermediate	£32,000 - £44,000	£31,000 - £43,000	£31,000 - £41,000	£30,000 - £42,000	£30,000 - £42,000	£30,000 - £42,000	£30,000 - £39,000	£30,500 - £42,000	£29,000 - £38,000	£29,000 - £42,000
Graduate	£26,000 - £34,000	£24,000 - £32,000	£24,000 - £33,000	£23,000 - £31,000	£23,000 - £31,000	£23,000 - £31,000	£22,000 - £30,000	£23,000 - £31,000	£22,000 - £30,000	£23,000 - £30,000

Building Physics	London	South East	South West	West Midlands	East Midlands	Yorkshire & The Humber	North East	North West	Wales	Scotland
Associate	£58,000 - £76,000	£53,000 - £67,000	£51,000 - £67,000	£52,000 - £64,000	£52,000 - £64,000	£52,000 - £64,000	£49,000 - £60,000	£50,000 - £65,000	£49,000 - £59,000	£51,000 - £67,000
Principal	£49,000 - £63,000	£48,000 - £61,000	£47,000 - £58,000	£46,000 - £55,000	£46,000 - £55,000	£46,000 - £55,000	£42,000 - £50,000	£43,000 - £53,000	£45,000 - £50,000	£47,000 - £53,000
Senior	£44,000 - £56,000	£38,000 - £52,000	£41,000 - £52,000	£41,000 - £51,000	£41,000 - £51,000	£41,000 - £51,000	£38,000 - £47,000	£41,000 - £48,000	£36,000 - £47,000	£39,000 - £47,000
Intermediate	£33,000 - £46,000	£31,000 - £43,000	£32,000 - £44,000	£30,000 - £43,000	£30,000 - £43,000	£30,000 - £43,000	£30,000 - £39,000	£31,000 - £42,000	£28,000 - £36,000	£31,000 - £42,000
Graduate	£27,000 - £34,000	£24,000 - £31,000	£24,000 - £33,000	£23,000 - £31,000	£23,000 - £31,000	£23,000 - £31,000	£22,000 - £29,000	£23,000 - £30,000	£22,000 - £29,000	£23,000 - £31,000

“I anticipate continued strong growth of the Datacentre sector in 2025, riding the AI wave and adoption of liquid cooling design solutions in both existing and new facilities. Major office refurbishments will also remain a buoyant sector, drawing together Smart Buildings and Sustainability specialisms to drive holistic Design for Performance strategies are key for client / design partnerships. Passion for leading the creation of a high-performance built environment that fosters thriving communities and secures a sustainable future and attracting high-performing talent that shares this mission, will remain the top priority of any successful consultancy.”

RAGZ PADAYACHI | REGIONAL DIRECTOR, NDY

Contract Rates Per Hour



Mechanical	London	South East	South West	West Midlands	East Midlands	Yorkshire & The Humber	North East	North West	Wales	Scotland
Associate	£48 - £63	£42 - £54	£41 - £50	£41 - £51	£41 - £51	£39 - £49	£35 - £41	£39 - £49	£34 - £41	£31 - £39
Principal	£44 - £56	£37 - £45	£34 - £43	£36 - £46	£36 - £46	£38 - £46	£34 - £40	£38 - £46	£31 - £40	£26 - £37
Senior	£38 - £47	£33 - £41	£33 - £41	£31 - £42	£31 - £42	£34 - £41	£31 - £35	£34 - £41	£26 - £34	£26 - £36
Intermediate	£28 - £37	£27 - £35	£26 - £35	£28 - £35	£28 - £35	£28 - £35	£24 - £32	£28 - £35	£25 - £30	£25 - £31

Electrical	London	South East	South West	West Midlands	East Midlands	Yorkshire & The Humber	North East	North West	Wales	Scotland
Associate	£50 - £65	£36 - £55	£36 - £50	£41 - £52	£41 - £52	£39 - £50	£35 - £43	£39 - £50	£34 - £41	£31 - £40
Principal	£45 - £53	£40 - £53	£34 - £45	£36 - £46	£36 - £46	£36 - £46	£34 - £40	£36 - £46	£29 - £39	£30 - £37
Senior	£38 - £47	£35 - £45	£33 - £41	£31 - £42	£31 - £42	£31 - £41	£29 - £37	£31 - £41	£26 - £34	£26 - £34
Intermediate	£30 - £37	£29 - £37	£26 - £35	£26 - £33	£26 - £33	£30 - £35	£24 - £33	£30 - £35	£24 - £31	£22 - £31

Public Health	London	South East	South West	West Midlands	East Midlands	Yorkshire & The Humber	North East	North West	Wales	Scotland
Associate	£45 - £52	£43 - £48	£38 - £43	£41 - £51	£41 - £51	£38 - £48	£35 - £42	£38 - £48	£30 - £37	£29 - £37
Principal	£41 - £50	£41 - £46	£36 - £42	£33 - £43	£33 - £43	£35 - £43	£32 - £38	£35 - £43	£28 - £34	£27 - £35
Senior	£38 - £46	£37 - £41	£34 - £39	£31 - £40	£31 - £40	£31 - £39	£29 - £35	£31 - £39	£25 - £31	£24 - £33
Intermediate	£35 - £41	£36 - £38	£31 - £35	£26 - £34	£26 - £34	£26 - £33	£21 - £32	£26 - £33	£22 - £30	£23 - £30

We're Greystone. Recruitment as it should be.

We place people that **last**.

95%

of our placements last over a year. The industry average is just 77%.

82%

of our placements last over two years. The industry average is just 53%.

76%

of our placements last over five years. The industry average is just 19%.

4.5★
average rating



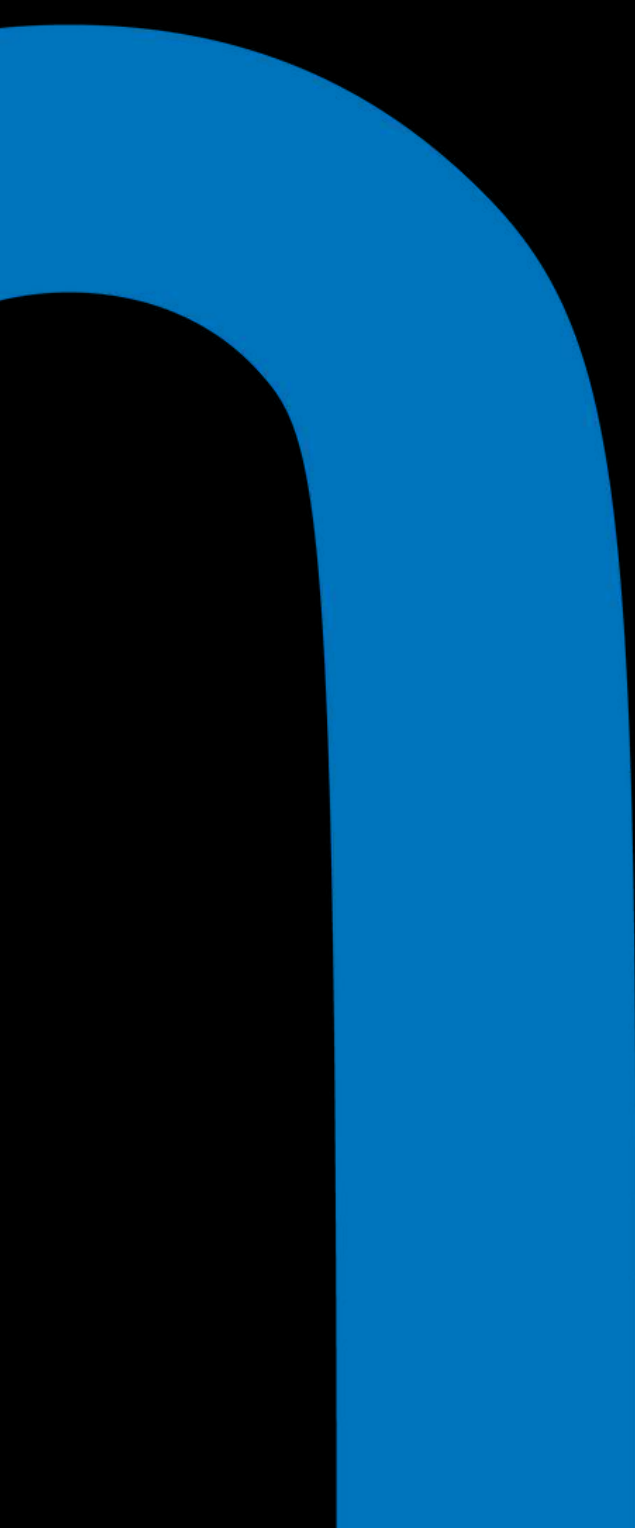
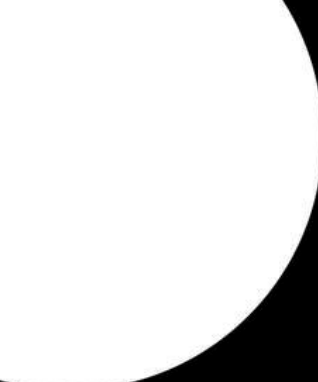
69%

of respondents voted Greystone as their recruiter of choice. Those engineers who had previously utilised our services then went on to rate our service 4.5 out of 5 stars - not an easy feat in the recruitment industry - demonstrating our commitment to the highest standards of service.

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