

Reed  
...

Engineering & manufacturing

# Salary guide 2024



# The cost of winning in 2024



The end of 2023 saw slowing inflation, a positive sign for the year ahead. But no matter what happens with the inflation rate, people will still be feeling the pinch of the cost-of-living crisis. Many will be looking for jobs that can offer the salary and benefits they need to stay afloat.

It's the people working in organisations that make the difference, so it is important that companies do all they can to offer the best remuneration packages to attract new, good quality hires and to retain their best people.

Towards the end of last year, we conducted our annual survey of 5,000 workers to provide you with a representative picture of the wants and needs of the UK workforce. You can see an in-depth analysis of the results of the survey further on in this guide, but interestingly, 55% of people are currently looking for, or considering looking for, a new job. The top reasons for looking to leave their current role include pay being insufficient or perceived to be better elsewhere, benefits not being good enough, and a toxic workplace culture.

On top of this, just over half of workers (56%) are happy with the pay they receive, but this does mean that many are not. Of those who aren't satisfied with what they are earning, over half (57%) stated that this is because their salary hasn't risen with the cost of living. Over a third (39%) say it's not enough for them to live the lifestyle they want, and (38%) feel they are unable to save enough money to meet their financial goals.

As a business leader, I know it isn't always possible to increase salaries, especially with rising costs, the burden of overheads and higher business rates looming. However, it's important that if you can, you consider doing so, because even a small amount can make a big difference.

In my experience, the best investment you can make is in people, and in return, you will see improvements to productivity, employee retention, customer satisfaction and ultimately your bottom line. But if there really isn't anything you can do with salary, focus on the benefits you can offer – make your place of work difficult to leave and become a 'star player' when it comes to added value. Our research highlights the disparity between what is being offered and what people really want, so don't be afraid to ask your colleagues what they actually want and keep doing this on a regular basis to ensure you have your finger on the pulse.

This year, our research has also highlighted some significant gender disparities. According to our survey, women are earning on average £10,000 less than their male counterparts. 57% of men feel confident they will achieve their dream salary, as opposed to just 44% of women. Women's mental health is also more likely to be impacted negatively by their current financial situation (40% vs 29% of men). And overall, women are less likely to receive any work benefits (35% vs 25% of men), but when they do get them, they are more likely to prefer flexi time (40% vs 32% of men) and are less likely to get a salary increment (16% vs 20% of men).

These disturbing statistics highlight that there is still much work to be done to close the gender pay gap. According to the Office for National Statistics, the gap in median hourly pay between full-time male and female employees increased to 7.7% in 2023. Organisations should continue to address women's inequality in the workplace and it's certainly something we are working on here at Reed. Addressing gender pay will bring a range of benefits to your business including improved morale, higher retention, increased innovation, improved productivity and lower legal risks.

Not only must we bridge the pay gap, but business leaders also need to ensure that no matter what journey you find your organisations are on in 2024, inclusion and belonging should remain paramount in the workplace. This will ensure you widen your doors to access the best talent available. In an environment where you will need innovative, creative and productive people more than ever, this makes perfect business sense.

Remember, your people are your superpower!

Wishing you all the best for the year ahead.

James Reed CBE  
Chairman and Chief Executive, Reed

# Why use Reed's engineering & manufacturing salary guide?

For both jobseekers and employers alike, Reed's salary guide stands as an invaluable resource, offering unparalleled insights to keep you well-informed and ahead of the curve in 2024.



## Unmatched data insights

This comprehensive guide draws upon a vast dataset derived from over 17 million jobs posted on **Reed.co.uk** since 2016, solidifying its status as the most trusted salary guide in existence. The analysis of such an extensive volume of data offers an unparalleled view of the sector, ensuring accuracy and reliability.



## Local and national expertise

Our specialism experts provide key insight into the sector, with Reed's regional directors discussing the local job landscape. This distinctive perspective, not available elsewhere, enhances the guide's richness and relevance.



## Evolving landscapes and emerging trends

Delving into the intricacies of roles across 12 UK regions, our guide highlights noteworthy developments using graphics to depict key salary changes over the past year. With a robust dataset spanning four years, it includes salary projections for the upcoming year and average salary data dating back to 2016.

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# Educational initiatives and vocational training programmes will open doors



**Kimberly Hunsdon**

Engineering & Manufacturing Expert, Reed

**The sector is undergoing significant transformation, propelled by technological advancements, sustainability initiatives and evolving global markets. Now, the industry finds itself balancing innovation with tradition, with a workforce adjusting to new ways of working.**

The integration of cutting-edge technologies such as artificial intelligence, Internet of Things, and automation has revolutionised production processes, and are the driving forces behind enhanced efficiency and precision. Automation, for instance, is reducing costs and ensuring higher-quality standards, making UK products more competitive on the international stage. Smart manufacturing techniques have increased efficiency and opened doors to new possibilities across product design and development.

The challenges posed by global events, such as the pandemic and geopolitical uncertainties, have highlighted the importance of resilient supply chains. As a response, there is a growing emphasis on optimising supply chain processes, ensuring reliability, and mitigating risks. This focus has created opportunities for professionals in supply chain management and logistics. Rapid adaptation, diversification of supply chains, and strategic investments in research and development are key strategies that will ensure the sector's stability.

## ↓ Push for sustainability

Meanwhile, environmental awareness is driving the sector towards sustainable practices. Green technologies, renewable energy solutions, and eco-friendly materials are becoming central to industry operations, and cater to the growing

consumer demand for 'green' products. Employers should invest in sustainable manufacturing processes, reducing waste and carbon footprint, thereby enhancing both their reputation and the planet's health.

The shortage of qualified professionals in fields such as engineering, data analysis, and advanced manufacturing techniques has made it difficult for companies to meet their production demands. This gap between demand and supply of skilled workers has led to increased competition for talent, urging businesses to invest in training and development to upskill their existing workforce.

We can expect to see demand for professionals with a diverse range of skills this year. Educational initiatives and vocational training programmes will open doors – especially for jobseekers in the north of England as work gets underway to transform the region. Those motivated in their careers will take advantage of the industry's culture of continuous learning, prioritising tech skills to enhance their employability. Traditional engineering disciplines remain crucial, but robotics engineers, data analysts and sustainability experts will be most attractive to employers. Additionally, soft skills such as adaptability, problem-solving, and effective communication are highly valued across the board.

In Engineering UK's latest report 'Engineering skills needs – now and into the future', the non-profit organisation predicts: "Future job growth is projected to occur across the engineering footprint, with occupations related to ICT, skilled construction trade and civil engineering expected to add the most additional jobs."

## ↓ Focus on continuing professional development

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It's no secret that the sector has struggled for many years from a shortfall in STEM-qualified workers, which impacts the UK economy to the tune of £1.5bn every year. While the government is working hard to help improve STEM education and opportunities in schools, it doesn't address the urgency to fill vacant roles now. This, of course, puts undue pressure on the sector, but does mean existing professionals are in a stronger position to command higher salaries than those in oversubscribed lines of work. To help ease the problem for the future, firms could consider collaborating with local educational institutions to create a talent pipeline, ensuring a skilled workforce.

Continuous upskilling is essential for existing employees. As technology reshapes industries, staying ahead of the curve with relevant certifications and training will not only enhance earning potential but ensure long-term career stability.

However, it's been said that around half of engineering employers are having to tackle workforce skills challenges owing to employees' lack of knowledge and confidence with essential IT skills or adapting to new technologies.

Employers should remember that while younger professionals have been immersed in technology for most of their lives and are quick to run with changing processes, some older workers – with many years' industry experience – may initially be less comfortable using digital tools. In this case, adequate training and time should be factored into the transitional period, as a lack of consideration for their needs could lead to talented people leaving the profession far earlier than they intended.

Ways to keep hold of experienced talent may include offering attractive benefits that enhance employee wellbeing, with flexible working arrangements and professional development opportunities becoming standard offerings.



# Our **survey** says...

At the end of 2023, Reed conducted its annual snap survey of 5,000 professionals. The research asked UK workers about their current and preferred salary and benefits, their organisation's performance and priorities, how they rated their job satisfaction and career prospects, as well as the key recruitment and skills trends they're witnessing. Here's what their answers revealed:



## Salaries

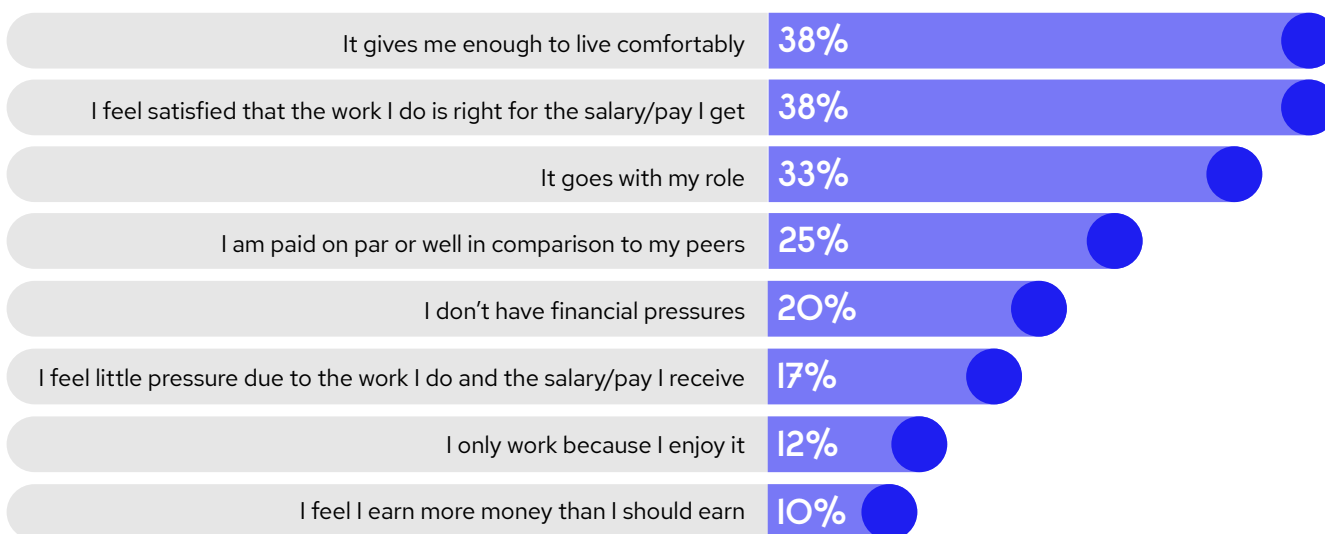
**With ongoing cost-of-living challenges, salaries will continue to be a huge area of discussion in the employment market, for both professionals and businesses.**

As many are feeling the pinch, we've seen more talent move around to secure higher paid roles, with businesses analysing how much they can stretch to get the people they need. Getting professionals' take on their salaries is critical for businesses looking to benchmark what they can offer. Interestingly, the data has also revealed a gulf between men and women when it comes to attitudes to salary.

Currently, over half (56%) of workers are happy with the pay they receive, a slight incline from the previous year (53%). Although, around one-in-four (24%) professionals feel unhappy with their current salary.

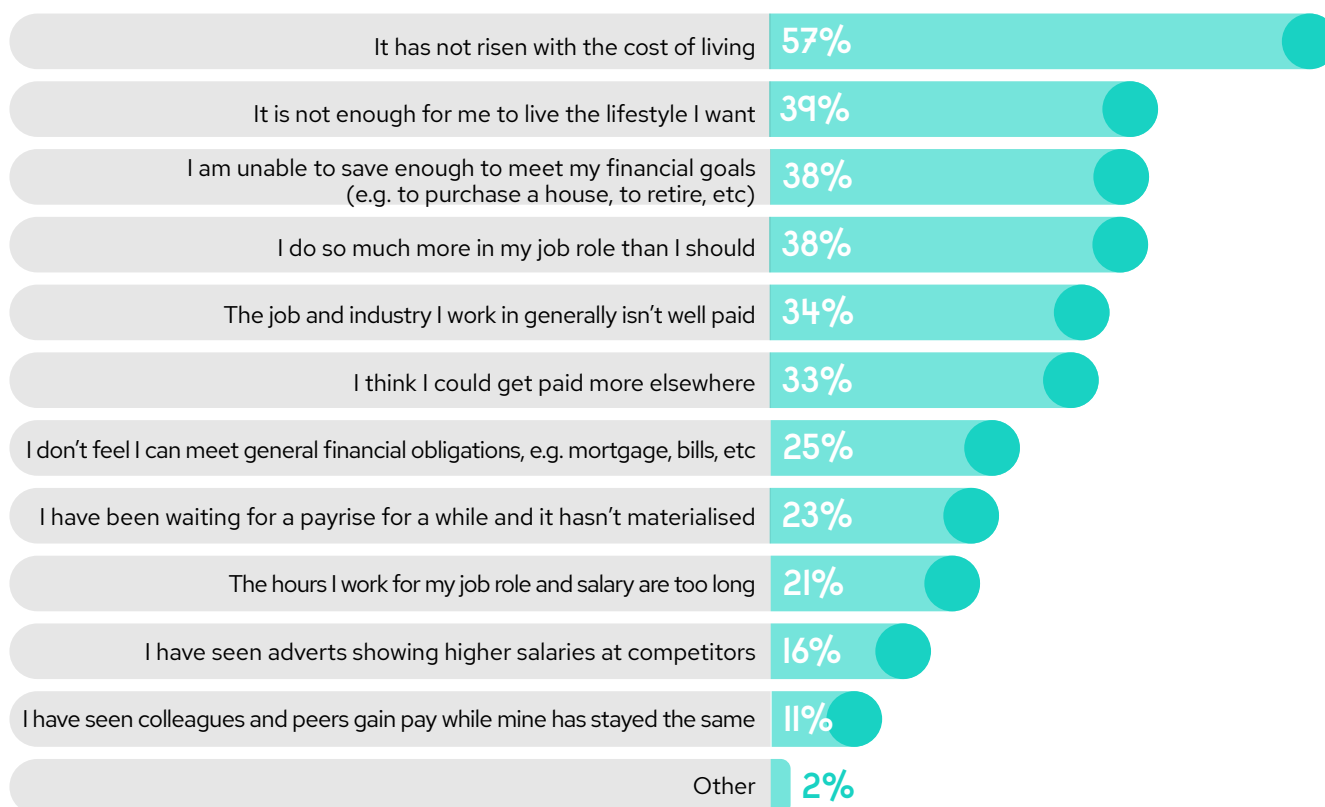
Of those who are happy with their pay, 38% say it's because it's enough for them to live comfortably on, 38% feel satisfied that the work they do is right for the salary they receive, and 33% believe it goes well with their role.

## ↓ Why are workers happy with their current salary/earnings?



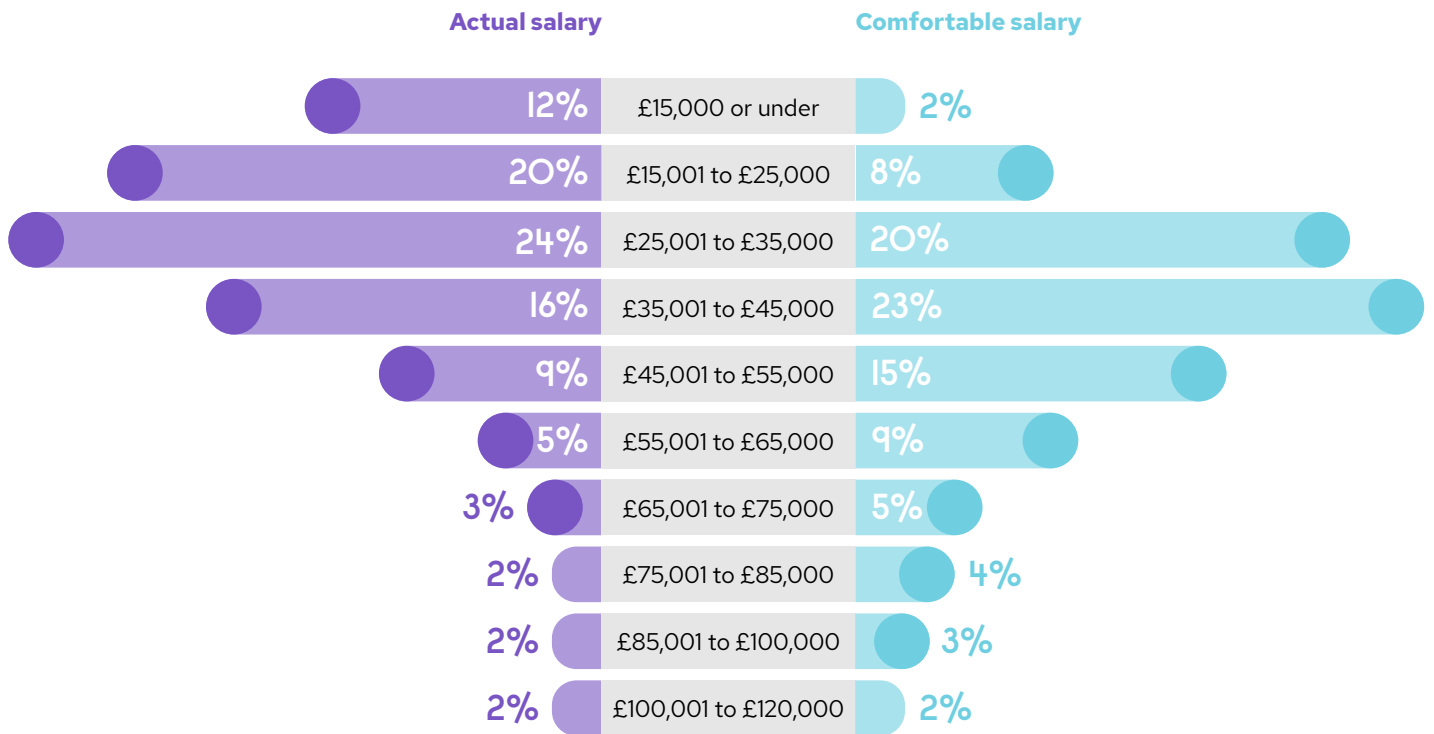
But, as expected, continued increases in inflation and bills have put many under greater financial pressure. Over half (57%) of those who aren't satisfied with their salary shared that this is because it hasn't risen with the cost of living, over a third (39%) say it's not enough for them to live the lifestyle they want, and 38% feel they are unable to save enough money to meet their financial goals.

## ↓ Why are workers unhappy with their current salary/earnings?



The disparity between the average wage and the salary people would be comfortable with remains quite large. This year, the average ideal salary is **£48,500**, whereas the average wage for survey respondents stands **£13,200** short at **£35,200**. Last year, this gap was **£13,800** – showing a small shift in expectations.

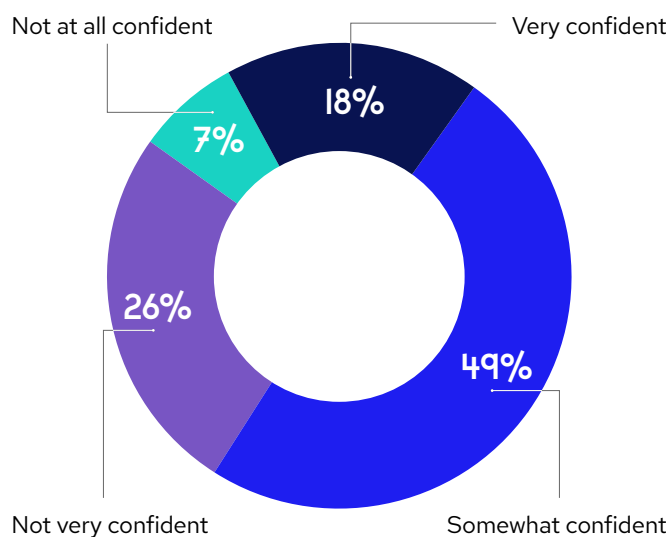
### ↓ Actual vs comfortable salary



Half (50%) feel confident that they will achieve their comfortable salary at some point. Depending on whether you take a glass half empty, or half full approach, this may be an indication that those who wish to earn more may consider moving companies to secure a higher wage.

It's worth noting that there's a difference between men and women. Men have a higher comfortable salary of £52,000 compared to women (£45,000). And more men (57%) feel confident they will hit that salary, compared to less than half of women (44%).

### ↓ Confidence in achieving financial goals in time





As the economy has continued to take its toll on professionals over the past two years, we also asked people how they have been managing their wages, and whether the current financial climate has impacted their financial goals and savings.

On average, people are spending 60% of their monthly wage on essential purchases – including bills, mortgages, food, etc – with the remainder being split evenly between luxury spending and savings. In comparison to 2021, that’s an increase of six per cent going to essential purchases and a four per cent drop in luxury items. Additionally, over one-in-five (22%) aren’t saving any of their salary because they can’t afford to do so, with a third (33%) not feeling confident they will meet their financial saving goals on time. The cost-of-living crisis seems to be taking a heavier toll on women – they are more likely to say they can’t afford to save money – 24% compared with 19% for men. They are also less confident in achieving their financial goals: 61% of women feel confident, compared with 75% of men.

Women’s mental health is also suffering due to finances. Forty per cent of women say their financial situation is impacting their mental health negatively, compared with 29% of men.

## All about the **benefits**

It seems that offering a higher salary remains the most ideal way to attract and retain employees – but this isn’t viable for every business, as they are also battling rising bills and tighter overheads.



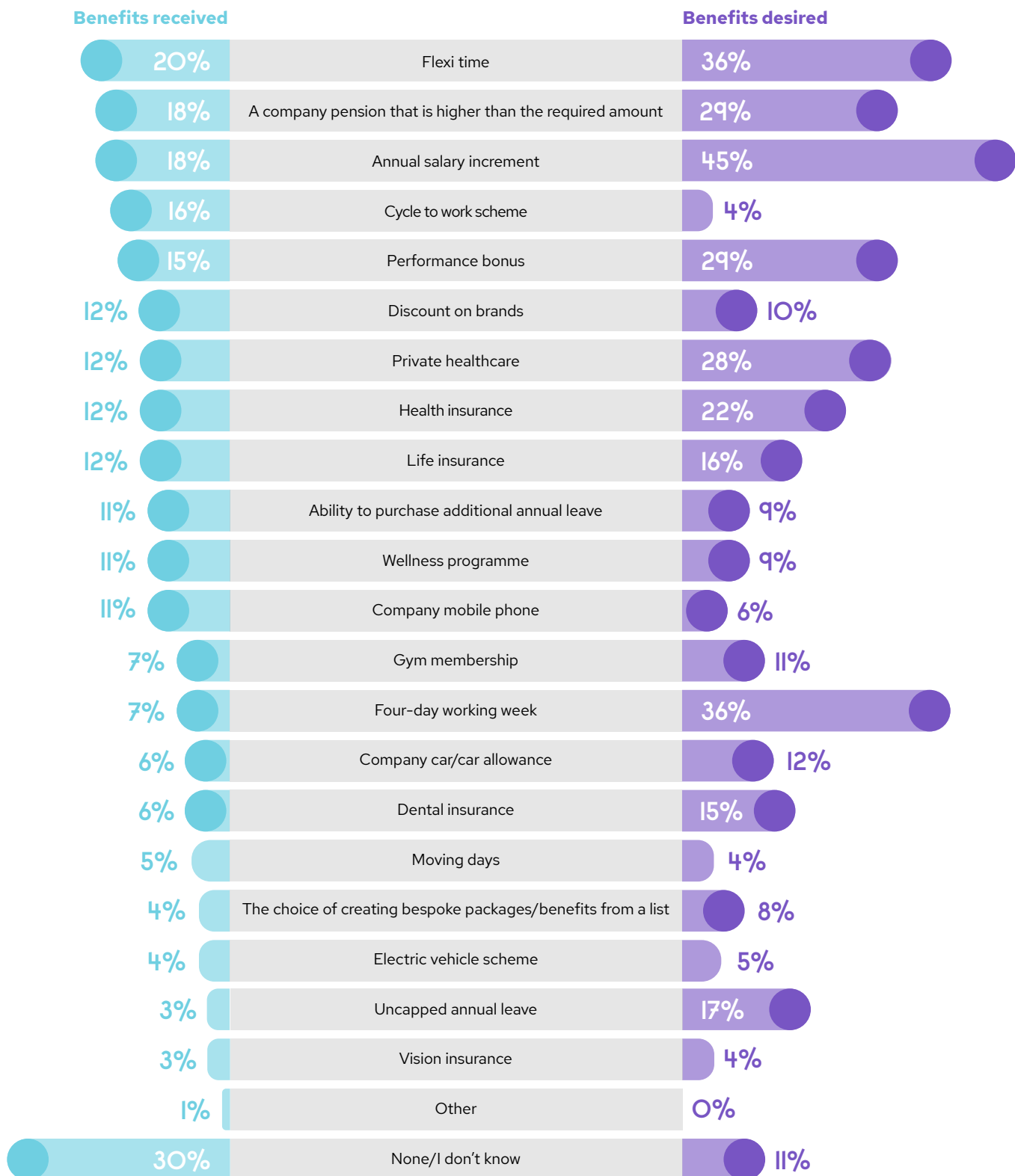
Where raising salaries isn’t an option, the benefits businesses offer can potentially tip the balance when people are considering changing jobs. Surprisingly, however, three-in-10 (30%) say they don’t receive any workplace benefits at all.

There seems to be a more even playing field when it comes to the benefits in demand this year versus the last few years. In 2021, we saw higher demand for health-related benefits, which reflected the stress the pandemic had on workers. Last year, workers were feeling the initial impact of rising energy bills and inflation, which was reflected in their desire for more financial-led benefits, such as salary increments and pensions. This year, however, there’s a greater balance between money and flexibility.

There also seems to be some disconnect when it comes to offering workplace benefits. For those that do get workplace benefits, the three most common are: flexi time (20%), a company pension higher than the required amount (18%), and an annual salary increment (18%).

In comparison, the top-three desired benefits are: an annual salary increment (45%), a four-day working week (36%), and flexi time (36%). There’s a disparity between what is being offered and what is desired, especially as only seven per cent of workers currently receive the second most demanded benefit – a four-day working week. Women are less likely to receive any work benefits. But the benefits they want vary – and they are most interested in flexi time.

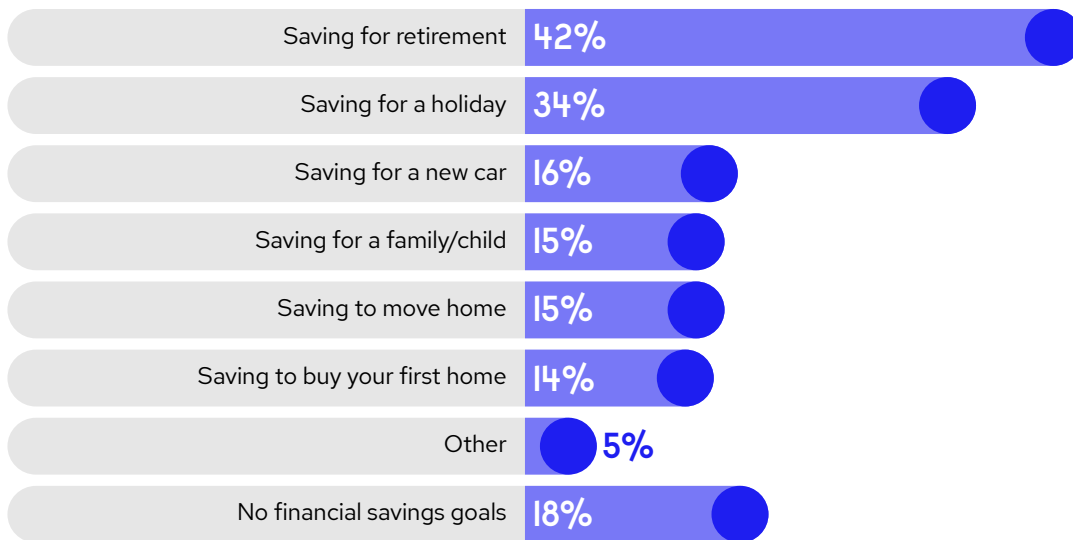
## ↓ Company benefits - received vs desired



Looking into people’s savings priorities, we can also pinpoint where businesses may be able to help. The top thing people are saving for is retirement (42%), meaning businesses that offer better pension support can be more attractive – a benefit that only 18% of workers are currently receiving but 29% would prefer.

Another top item people are saving for is a holiday (34%). In such cases, offering a performance bonus may help; a benefit that only 15% receive but, again, 29% would like.

### ↓ What are your financial savings goals?



## In summary

Over half of professionals (55%) are currently looking, or considering looking, for a new job – highlighting a need for businesses to audit what they are offering their current and future talent. Two of the top-five reasons for people looking elsewhere pertain to the salary not being enough or being better elsewhere, with another top reason being that the benefits package isn’t sufficient.

There are some areas where businesses could better align their benefits packages to the wishes of candidates. Aside from the four-day working week, the most popular benefits do fall into the top benefits employers offer but aren’t as high up in terms of importance when compared with employee preferences.

There are also some areas where companies could save money by removing less popular benefits from their offering. Cycle to work schemes are the fourth most popular benefit supplied by workplaces (16%) but fall into one of the least desired benefits for employees, with only four per cent finding it an attractive add-on. Only 12% receive private healthcare, whereas 28% find it an attractive benefit; the same trend is found in health insurance, with only 12% of businesses offering it, but 22% of employees wanting it.

Businesses should consider evaluating the benefits they offer and whether they appeal to their workers today, as the money they save on removing undesirable benefits could be better spent on more costly rewards that attract and retain top talent.

The gender differences also can’t be ignored. Women are less likely to reach their financial goals and be more negatively affected by the cost-of-living crisis.





# Why **Reed?**

We've pioneered specialist recruitment since 1960 and each year we help tens of thousands of businesses find the talent they need to flourish.



**Recruitment experts**  
covering 20 sectors



**Local market knowledge,**  
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across the UK



**Longest guarantees** on the  
market - up to **18 months**



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temporary workers across the UK



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# East Anglia

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£30,000	£32,900 <span>↗</span>	£35,900	£32,200	£29,700	£34,600
CNC Setter/Operator	£26,800	£29,300 <span>↗</span>	£31,900	£28,300	£25,700	£30,800
Design Manager	£53,900	£60,700 <span>↗</span>	£67,500	£53,300	£46,800	£63,800
Electrical/Electronics Design Engineer	£43,400	£50,400 <span>↗</span>	£57,300	£47,900	£42,000	£52,900
Electronics Engineer	£41,000	£45,900 <span>↗</span>	£50,800	£43,500	£44,700	£48,200
Engineering Manager	£46,300	£54,500 <span>↗</span>	£62,800	£52,200	£51,600	£57,200
Engineering/Technical Director	£69,300	£80,300 <span>↘</span>	£91,400	£86,700	£81,800	£84,300
Field Service Engineer	£33,100	£36,100 <span>↗</span>	£39,100	£34,000	£32,400	£37,900
Maintenance Manager/Engineer	£40,300	£44,200 <span>↗</span>	£48,000	£43,500	£41,600	£46,400

↗ **15.8%** increase in Design Manager average salaries this year.

↘ **7.8%** decrease in Engineering/Technical Director average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Maintenance Technician	£32,400	£35,700 <span>↗</span>	£39,000	£32,800	£32,100	£37,500
Manufacturing Engineer	£40,400	£44,400 <span>↗</span>	£48,300	£39,400	£40,700	£46,600
Mechanical Design Engineer	£38,800	£45,900 <span>↗</span>	£53,000	£43,900	£41,900	£48,200
Process Engineer	£39,800	£46,300 <span>↗</span>	£52,800	£41,900	£41,500	£48,700
Production Engineer	£39,000	£42,700 <span>↗</span>	£46,300	£35,400	£37,000	£44,800
Production Manager	£40,200	£43,800 <span>↗</span>	£47,400	£41,000	£40,300	£46,000
Programme Manager	£72,900	£80,000 <span>↗</span>	£87,100	£77,700	£69,900	£84,100
Project Manager	£50,900	£56,000 <span>↗</span>	£61,100	£52,900	£50,400	£58,800
Quality Engineer	£35,200	£39,300 <span>↘</span>	£43,500	£39,600	£38,100	£41,200
Quality Inspector	£26,400	£28,800 <span>↗</span>	£31,000	£27,700	£24,900	£30,600
Quality Manager	£39,900	£46,500 <span>↘</span>	£53,100	£48,700	£45,000	£48,800
Systems Engineer	£52,600	£60,500 <span>↘</span>	£68,400	£61,600	£54,400	£63,600

↗ **9%** increase in Maintenance Technician average salaries this year.

↗ **10.6%** increase in Process Engineer average salaries this year.

## Roles on the rise

### CNC Setter/Operator

2022	£25,700
2023	£28,300
2024	£29,300

### Mechanical Design Engineer

2022	£41,900
2023	£43,900
2024	£45,900

### Quality Inspector

2022	£24,900
2023	£27,700
2024	£28,800

↑  
**4%**  
salary growth  
versus 5.1% UK  
average growth

## Average salary in region vs UK inflation rate



# Regional insight

**Melanie Marjoram**  
Regional Director, Reed



“It’s been a contrasting picture for the sector in East Anglia, underlined last year by EY’s forecast, which indicated that “the East of England is set to be one of the country’s best performing regions for economic growth between 2024–26”.

Their report went on to say that manufacturing would decline in light of decreased consumer spending owing to the cost-of-living crisis, challenged further by higher costs of raw materials and labour, as well as increased borrowing costs.

Other reports suggested we are likely to see zero growth across the manufacturing sector in 2024, alongside other gloomy predictions which led to Make UK calling

for the government to step in with support, and target measures on productivity, skills, digitalisation and energy efficiency.

With investment in innovative technologies and sustainable practices, I believe businesses should be optimistic for the future. Companies are looking to automation, Internet of Things, and data analytics to enhance productivity and efficiency, while advanced robotics and artificial intelligence allow businesses to optimise operations and reduce costs.

Collaboration between academia and industry is vital. Apprenticeships and vocational training programmes are on the rise, bridging the skills gap and adding to the robust talent pool. Local universities

and technical institutions are tailoring courses to meet the industry’s evolving needs, producing a skilled workforce ready to tackle complex challenges. Startups based in the region are often founded by local graduates, and the pipeline of talent from the University of East Anglia, Anglia Ruskin University and Cambridge University greatly benefits some of the biggest local employers.

It’s a pivotal time for professionals to enter the sector as firms pioneer green solutions. To attract the most talented people, leaders need to show a commitment to employee development and be ready to move with the times to implement the latest tech into business practice. //



# East Midlands

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£29,200	£31,300 <span>↗</span>	£33,400	£29,100	£27,500	£32,900
CNC Setter/Operator	£26,000	£27,900 <span>↗</span>	£29,700	£25,600	£23,900	£29,300
Design Manager	£46,200	£52,600 <span>↗</span>	£58,900	£51,400	£57,700	£55,200
Electrical/Electronics Design Engineer	£38,800	£45,000 <span>↗</span>	£51,300	£42,300	£40,800	£47,200
Electronics Engineer	£38,100	£41,800 <span>↗</span>	£45,600	£40,200	£37,700	£43,900
Engineering Manager	£48,500	£53,000 <span>↗</span>	£57,600	£50,500	£47,200	£55,600
Engineering/Technical Director	£67,400	£76,300 <span>↘</span>	£85,200	£78,300	£75,900	£80,100
Field Service Engineer	£33,100	£36,100 <span>↗</span>	£39,000	£33,400	£32,900	£37,900
Maintenance Manager/Engineer	£42,400	£46,100 <span>↘</span>	£49,700	£46,400	£42,500	£48,400

↗ **8%** increase in CNC Programmer average salaries this year.

↘ **2.6%** decrease in Engineering/Technical Director average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Maintenance Technician	£31,000	£33,900 <span>↗</span>	£36,800	£31,400	£30,800	£35,600
Manufacturing Engineer	£39,400	£42,800 <span>↗</span>	£46,100	£38,900	£35,900	£44,900
Mechanical Design Engineer	£37,900	£42,500 <span>↗</span>	£47,000	£40,200	£38,100	£44,600
Process Engineer	£38,400	£42,400 <span>↗</span>	£46,400	£39,700	£35,700	£44,500
Production Engineer	£36,000	£39,400 <span>↗</span>	£42,800	£34,900	£33,600	£41,400
Production Manager	£42,000	£45,300 <span>↗</span>	£48,600	£40,600	£39,600	£47,600
Programme Manager	£71,000	£76,100 <span>↗</span>	£81,200	£70,200	£64,900	£80,000
Project Manager	£47,800	£52,800 <span>↗</span>	£57,800	£51,500	£49,800	£55,400
Quality Engineer	£35,300	£38,800 <span>↗</span>	£42,400	£35,400	£33,800	£40,700
Quality Inspector	£28,000	£30,700 <span>↗</span>	£33,500	£27,700	£27,300	£32,200
Quality Manager	£43,300	£47,800 <span>↗</span>	£52,400	£42,800	£44,700	£50,200
Systems Engineer	£51,200	£57,500 <span>↗</span>	£63,700	£55,700	£50,500	£60,500

↗ **6%** increase in Mechanical Design Engineer average salaries this year.

↗ **10.1%** increase in Quality Engineer average salaries this year.

## Roles on the rise

### Electronics Engineer

2022	£37,700
2023	£40,200
2024	£41,800

### Manufacturing Engineer

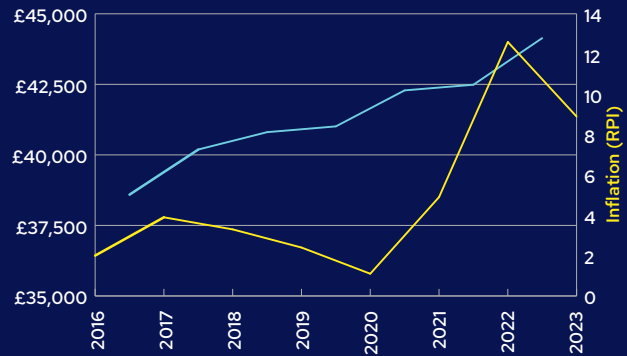
2022	£35,900
2023	£38,900
2024	£42,800

### Production Manager

2022	£39,600
2023	£40,600
2024	£45,300

↑  
**5.5%** salary growth  
versus 5.1% UK  
average growth

### Average salary in region vs UK inflation rate



## Regional insight

**Chris Willsher**  
Senior Regional Director, Reed



Industry reports for 2024 have indicated a possible downturn in the sector due to reduced consumer spending and weaker demand in international markets. However, the recruitment market remains relatively healthy – with higher growth than was expected towards the end of last year. Across the region, there has been a noticeable uplift in senior and highly-skilled manufacturing roles, the food industry continues to experience growth and development in this region, and job creation is steady.

Another piece of good news is that the 100% upfront tax deduction for UK capital expenditure on plant and machinery will become permanent. Businesses are reviewing where other efficiencies can

be made without denting productivity, with technology helping ease the strain on resources.

A transformative wave of technological advancements, primarily driven by Industry 4.0 principles, have become integral, enhancing productivity and reducing costs for manufacturers. Companies are investing significantly in research and development, spawning a culture of innovation that ensures they stay ahead in the global market.

While hiring for every business may not be possible this year owing to cost pressures, jobseekers likely to be in great demand include engineers proficient in automation, robotics, and digital technologies. There is

also a rising need for experts in sustainable practices and renewable energy solutions. It's important for employers to create a culture of training and development so the workforce doesn't stagnate. Upskilling is key to maintaining workforce loyalty and shows the company's progressive outlook.

One of the region's key strengths lies in its collaborative ecosystems. Partnerships between businesses, research institutions, and governmental bodies can accelerate innovation and lead to job opportunities, and with STEM subjects a focus for schools and colleges, the next fleet of graduates will be equipped with the skills to boost local businesses, if not start their own. //





# London

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£42,600	£46,000 <span>↗</span>	£49,300	£45,000	£39,900	£48,400
CNC Setter/Operator	£38,000	£40,900 <span>↗</span>	£43,900	£39,500	£34,500	£43,000
Design Manager	£63,600	£70,800 <span>↘</span>	£78,000	£71,600	£67,000	£74,300
Electrical/Electronics Design Engineer	£47,600	£55,500 <span>↗</span>	£63,500	£52,200	£47,900	£58,300
Electronics Engineer	£42,700	£45,500 <span>↗</span>	£48,300	£43,800	£42,500	£47,800
Engineering Manager	£60,400	£67,400 <span>↘</span>	£74,400	£69,200	£56,300	£70,800
Engineering/Technical Director	£87,300	£102,200 <span>↗</span>	£117,100	£91,400	£87,400	£107,400
Field Service Engineer	£35,300	£38,100 <span>↗</span>	£40,900	£36,100	£33,900	£40,000
Maintenance Manager/Engineer	£46,400	£49,500 <span>↗</span>	£52,700	£43,100	£46,100	£52,000

↘ **3.2%** decrease in **Engineering Manager** average salaries this year.

↗ **12.4%** increase in **Engineering/Technical Director** average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Maintenance Technician	£32,600	£34,600 <span>↗</span>	£36,600	£31,400	£31,300	£36,300
Manufacturing Engineer	£52,900	£57,500 <span>↗</span>	£62,200	£55,500	£51,100	£60,500
Mechanical Design Engineer	£44,300	£49,400 <span>↘</span>	£54,600	£50,500	£46,000	£51,800
Process Engineer	£56,600	£64,600 <span>↗</span>	£72,600	£58,400	£55,800	£67,900
Production Engineer	£49,400	£54,000 <span>↗</span>	£58,500	£52,000	£49,700	£56,800
Production Manager	£52,800	£59,100 <span>↘</span>	£65,500	£59,800	£63,000	£62,100
Programme Manager	£111,000	£117,100 <span>↗</span>	£123,200	£99,300	£83,100	£123,200
Project Manager	£61,700	£67,800 <span>↗</span>	£73,900	£66,600	£62,800	£71,100
Quality Engineer	£49,400	£59,100 <span>↗</span>	£68,700	£54,300	£57,700	£62,100
Quality Inspector	£37,600	£40,100 <span>↗</span>	£42,700	£38,700	£33,400	£42,600
Quality Manager	£45,800	£60,800 <span>↗</span>	£75,900	£59,200	£53,300	£63,900
Systems Engineer	£52,900	£63,100 <span>↗</span>	£73,300	£51,200	£57,900	£66,300

↗ **10.2%** increase in **Maintenance Technician** average salaries this year.

↗ **4.2%** increase in **Quality Inspector** average salaries this year.

## Roles on the rise

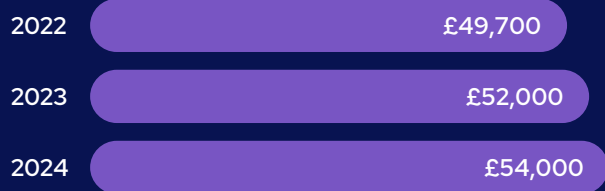
### Electronics Engineer



### Field Service Engineer



### Production Engineer



# 5.9%

salary growth  
versus 5.1% UK  
average growth

## Average salary in region vs UK inflation rate



# Regional insight

**Alexandra Martin**

Senior Regional Director, Reed



London's engineering landscape has witnessed a surge in advanced manufacturing techniques, automation, and sustainable practices. 3D printing, artificial intelligence, and Internet of Things integration have become commonplace. These exciting advancements not only enhance productivity but also reduce environmental impact, aligning with global sustainability goals.

Leaders in the sector are prioritising ways to work smarter and explore new business models and practices, and tech is taking

them there. Smart factories, powered by real-time data and interconnected systems, are becoming the norm. This transformative technology is not only revolutionising manufacturing processes but opening avenues for specialised jobs in simulation and data analysis.

Sustainability is no longer a choice but a necessity. London's engineering sector is at the forefront of green initiatives, focusing on renewable energy, eco-friendly materials, and circular economy practices. Engineers specialising in renewable energy, green construction,

and environmental impact assessment are in high demand, contributing significantly to the city's eco-conscious evolution.

As London continues its engineering renaissance, the job market is ripe with opportunities. From robotics engineers designing cutting-edge automation solutions to data scientists analysing vast streams of information, diverse roles are emerging.

As 2024 unfolds, jobseekers can anticipate a host of opportunities, shaping not only their careers but the future of the capital. //



# North East

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£28,900	£30,700 ↗	£32,500	£29,300	£27,500	£32,300
CNC Setter/Operator	£25,800	£27,300 ↗	£28,900	£25,700	£23,800	£28,700
Design Manager	£50,100	£54,800 ↗	£59,500	£54,100	£51,800	£57,600
Electrical/Electronics Design Engineer	£39,700	£44,500 ↗	£49,200	£41,600	£39,800	£46,800
Electronics Engineer	£38,800	£43,100 ↗	£47,400	£38,000	£37,500	£45,200
Engineering Manager	£46,200	£49,900 ↘	£53,600	£52,700	£46,700	£52,300
Engineering/Technical Director	£66,700	£74,800 ↘	£82,900	£78,700	£75,800	£78,600
Field Service Engineer	£31,600	£34,100 ↗	£36,600	£33,100	£30,500	£35,800
Maintenance Manager/Engineer	£41,600	£45,200 ↘	£48,900	£47,000	£38,400	£47,400
Maintenance Technician	£38,600	£40,100 ↗	£41,600	£36,200	£33,700	£42,100

↗ **7.3%** increase in **Electrical/Electronics Design Engineer** average salaries this year.

↘ **4.7%** decrease in **Maintenance Manager/Engineer** average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Manufacturing Engineer	£39,200	£41,800 ↘	£44,300	£42,000	£40,800	£43,900
Mechanical Design Engineer	£39,800	£43,600 ↗	£47,400	£40,600	£38,800	£45,800
Process Engineer	£38,300	£43,100 ↗	£47,900	£38,000	£38,500	£45,300
Production Engineer	£40,400	£45,300 ↗	£50,100	£39,400	£38,200	£47,600
Production Manager	£37,400	£39,800 ↗	£42,200	£38,700	£37,900	£41,800
Programme Manager	£70,200	£74,600 ↗	£79,100	£70,600	£64,800	£78,400
Project Manager	£49,600	£54,600 ↗	£59,600	£52,300	£48,100	£57,300
Quality Engineer	£38,300	£40,600 ↘	£43,000	£40,700	£37,400	£42,600
Quality Inspector	£25,500	£26,800 ↗	£28,200	£25,200	£23,100	£28,400
Quality Manager	£40,700	£44,400 ↗	£48,200	£41,600	£41,600	£46,700
Systems Engineer	£50,700	£56,400 ↗	£62,000	£56,000	£50,400	£59,300

↗ **13.2%** increase in **Process Engineer** average salaries this year.

↗ **6.7%** increase in **Quality Manager** average salaries this year.

## Roles on the rise

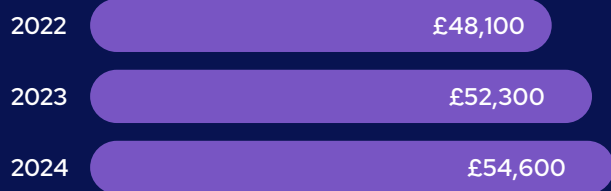
### CNC Programmer



### Design Manager



### Project Manager



# 3.5%

salary growth  
versus 5.1% UK  
average growth

## Average salary in region vs UK inflation rate



# Regional insight

**Charlotte Willey**  
Senior Regional Manager, Reed



“ The engineering and manufacturing sector has been making small steps towards recovery over the past couple of years, and this year looks set for more growth – even if marginal. Local manufacturers have seen an uptick in the demand for mechanical equipment over the past year, but any profits are being spent on higher energy costs, leading many employers to seek government assistance. The sector is also beset with supply chain disruption and issues in attracting and retaining staff.

The region is famed for its industrial heritage, and the enterprise of those days carries through today, with advanced manufacturing welcoming a new era of

digital transformation. Tech is also providing new ways for employers to streamline their operations, enhancing efficiency and productivity and reducing costs.

These rapid advancements have created demand for a skilled workforce adept at handling cutting-edge technologies, which colleges and universities are striving to meet. Job opportunities in 2024 are set to expand across various domains – from data analysis and cyber security to robotics engineering and supply chain management.

Local events such as the annual EMCON industry show are helping to bring businesses of all sizes together to find

solutions and potentially collaborate. Partnerships between firms, research institutions, and government bodies are key to continued recovery.

Employers looking to attract the best talent should consider their unique selling points from a jobseeker’s perspective – is the company forward thinking, with a diverse community, and does it have plenty of opportunities for professionals to develop their skills? What is morale like for existing employees – how could it be improved? To retain good workers, it’s important to stay competitive in the market, providing employees with meaningful opportunities and benefits. ”



# North West

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£32,500	£35,100 <span>↗</span>	£37,700	£32,400	£30,100	£36,800
CNC Setter/Operator	£29,000	£31,300 <span>↗</span>	£33,500	£28,500	£26,000	£32,800
Design Manager	£54,900	£59,900 <span>↗</span>	£64,900	£57,500	£50,700	£62,900
Electrical/Electronics Design Engineer	£44,600	£50,800 <span>↗</span>	£56,900	£43,400	£44,200	£53,400
Electronics Engineer	£39,900	£43,900 <span>↗</span>	£47,900	£39,700	£39,700	£46,100
Engineering Manager	£51,100	£55,900 <span>↗</span>	£60,700	£55,100	£50,900	£58,700
Engineering/Technical Director	£70,600	£79,300 <span>↘</span>	£88,100	£84,400	£82,400	£83,100
Field Service Engineer	£33,000	£36,100 <span>↗</span>	£39,200	£33,600	£31,400	£37,900
Maintenance Manager/Engineer	£44,200	£47,100 <span>↗</span>	£50,100	£45,900	£42,100	£49,500
Maintenance Technician	£34,900	£36,900 <span>↗</span>	£38,900	£32,300	£33,100	£38,800

↗ **10.8%** increase in CNC Setter/Operator average salaries this year.

↗ **8%** increase in Field Service Engineer average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Manufacturing Engineer	£42,100	£47,100 <span>↗</span>	£52,100	£41,800	£39,400	£49,500
Mechanical Design Engineer	£39,600	£45,000 <span>↗</span>	£50,400	£41,000	£39,700	£47,300
Process Engineer	£48,300	£53,900 <span>↗</span>	£59,500	£48,700	£44,900	£56,600
Production Engineer	£39,700	£42,300 <span>↗</span>	£44,900	£40,900	£45,200	£44,400
Production Manager	£40,000	£43,900 <span>↗</span>	£47,800	£42,400	£39,300	£46,100
Programme Manager	£79,000	£85,300 <span>↗</span>	£91,600	£78,300	£70,900	£89,500
Project Manager	£53,200	£58,200 <span>↗</span>	£63,200	£53,400	£50,300	£61,100
Quality Engineer	£35,100	£38,800 <span>↘</span>	£42,400	£39,600	£39,200	£40,700
Quality Inspector	£28,600	£30,600 <span>↗</span>	£32,600	£27,900	£25,200	£32,400
Quality Manager	£43,800	£48,500 <span>↗</span>	£53,200	£46,600	£44,000	£50,900
Systems Engineer	£57,000	£64,400 <span>↗</span>	£71,900	£62,100	£55,100	£67,500

↗ **9.9%** increase in Programme Manager average salaries this year.

↘ **2%** decrease in Quality Engineer average salaries this year.

## Roles on the rise

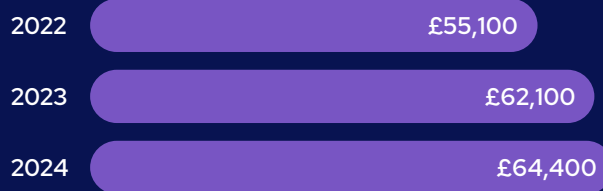
### Design Manager



### Programme Manager



### Systems Engineer



# 5.7%

salary growth  
versus 5.1% UK  
average growth

## Average salary in region vs UK inflation rate



# Regional insight

**Douglas Turkington**  
Regional Director, Reed



It's no secret that the engineering industry is battling a widespread skill and staffing shortage. While many areas of engineering are back to pre-Covid levels, the lasting effect of the pandemic will be tested through the skills and competence of future engineers coming into the market.

The North West's engineering and manufacturing sector has benefitted in recent months from the 'Made Smarter' adoption programme, a government-funded, industry-led initiative that was launched to help businesses digitalise, decarbonise, and drive growth.

As reported by MPE Magazine last autumn, the project is set to boost the region's economy by £242m.

Manufacturers from across the region have signed up, with benefits that are helping drive business success through grant funding, tech advice, and training programmes, which will be essential to help close the widening skills gap.

One of the key transformations is the integration of technologies for optimising processes and boosting productivity – and it goes without saying that a skilled workforce is needed to manage these advanced systems. Companies are seeking professionals skilled in areas like data analysis, machine learning, and cyber security to safeguard their digital infrastructures. Reinforcing the North West's image as an industry-leading powerhouse, those with experience in

materials engineering and renewable energy technologies are also in high demand due to a push for sustainability and greener ways of working.

Regarding salaries, companies should be offering the market rate, as this is crucial in tough economic times. Alternatively, employers should improve benefits packages if salaries are fixed, as jobseekers are looking for assurances that a prospective employer can provide job security, as well as opportunities for professional development and promotion.

Apprenticeship programmes, specialised certifications, and continuous upskilling initiatives are all key to preparing the workforce for tomorrow's challenges. //



# Northern Ireland

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£24,900	£26,600 ↘	£28,300	£27,000	£25,700	£27,800
CNC Setter/Operator	£22,200	£23,700 -	£25,200	£23,700	£22,300	£24,800
Design Manager	£43,100	£47,500 ↘	£51,900	£49,900	£48,500	£49,700
Electrical/Electronics Design Engineer	£34,200	£38,500 ↗	£42,900	£38,400	£37,300	£40,300
Electronics Engineer	£31,600	£34,400 ↘	£37,200	£34,600	£34,600	£36,000
Engineering Manager	£39,400	£43,300 ↘	£47,200	£44,600	£43,000	£45,300
Engineering/Technical Director	£57,400	£64,800 ↘	£72,200	£72,600	£71,000	£67,700
Field Service Engineer	£25,800	£27,600 ↘	£29,500	£27,700	£27,300	£28,900
Maintenance Manager/Engineer	£33,400	£35,700 ↘	£37,900	£36,400	£36,100	£37,300
Maintenance Technician	£26,100	£27,800 ↗	£29,600	£27,100	£27,400	£29,100

↘ **3%** decrease in Engineering Manager average salaries this year.

↗ **3%** increase in Maintenance Technician average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Manufacturing Engineer	£30,800	£33,300 -	£35,800	£33,300	£33,000	£34,800
Mechanical Design Engineer	£31,100	£34,900 ↘	£38,700	£35,200	£34,800	£36,500
Process Engineer	£33,000	£37,400 ↗	£41,700	£35,100	£36,000	£39,100
Production Engineer	£28,800	£31,200 -	£33,600	£31,200	£32,100	£32,600
Production Manager	£32,200	£34,500 ↘	£36,800	£35,700	£35,500	£36,100
Programme Manager	£60,400	£64,600 ↘	£68,900	£65,100	£60,700	£67,600
Project Manager	£41,800	£45,400 ↘	£49,100	£47,100	£45,900	£47,500
Quality Engineer	£28,400	£30,600 ↘	£32,900	£31,600	£31,600	£32,000
Quality Inspector	£21,900	£23,200 -	£24,500	£23,200	£21,600	£24,500
Quality Manager	£35,000	£38,500 ↗	£42,000	£38,400	£39,000	£40,300
Systems Engineer	£43,600	£48,800 ↘	£54,000	£51,600	£47,200	£51,000

↗ **6%** increase in Process Engineer average salaries this year.

↘ **4%** decrease in Project Manager average salaries this year.

## Roles on the rise

### Electrical/Electronics Design Engineer

2022	£37,300
2023	£38,400
2024	£38,500

### Most growth this year:

**6%**  
increase this year

Process Engineer **£37,400**

**2.1%** ↙ **salary decline**  
versus 5.1% UK  
average growth

### Average salary in region vs UK inflation rate



# Regional insight

**Paula Gallagher**  
Executive Regional Manager, Reed



"The sector is undergoing great changes as technology sweeps in, creating significant organisational improvements.

Engineering and manufacturing are key to the economy, with a robust pipeline of knowledge and skills from local education establishments feeding diverse specialist areas such as aerospace, electronics and textiles.

Owing to skills availability, excellent infrastructure, cost-effectiveness and a supportive business environment, Northern Ireland is an attractive place to base a

business or look for work in this sector. Significant government and private sector investment is transforming cities like Belfast, which will only strengthen growth areas such as advanced manufacturing.

With tech taking over every corner of the professional world, it's no surprise the sector is already well immersed in new technologies. At the same time, environmental concerns are leading companies to think hard about their environmental footprint. From 'green' supply chains to renewable energy

initiatives, the time is now to invest in sustainable solutions and training that empowers the workforce.

The focus on digitalisation, automation, and sustainability requires a range of skills from jobseekers and career changers. Engineers, data analysts, AI specialists, and environmental experts are just a few of the roles that we're likely to see advertised this year, and when combined with employers' commitment to upskilling initiatives for existing staff, will ensure the workforce remains competitive on the global stage. "



# Need interview questions fast?

With our **free** AI-powered interview question generator, what used to take hours, now takes **less than five minutes** using these three simple steps:

**Step 1:** Tell us about the role

**Step 2:** Fine tune your questions

**Step 3:** Download and share



The screenshot shows the 'Interview question generator' interface. It is divided into two main sections: 'About the role' and 'Interview questions'.

**About the role:**

- JOB TITLE\***: HR manager (with a close icon)
- LEVEL OF SENIORITY\***: Head of Department
- INDUSTRY\***: Healthcare
- Soft skills**: Select up to three skills. The selected skills are: ADAPTABILITY, COLLABORATION, COMMERCIAL AWARENESS, and COMMUNICATION.

**Interview questions:**

- Q1: What motivated you to pursue a career in healthcare?
- Q2: How familiar are you with the current market trends in the healthcare industry?
- Q3: Can you describe a project you have led that required you to balance technical expertise with business acumen?
- Q4: How do you prioritise which projects to pursue based on their potential impact on the company's bottom line?

On the right side of the 'Interview questions' section, there are social sharing icons for WhatsApp, Facebook, LinkedIn, and Twitter, along with a 'SHARE' label.

[Try it now](#) →



# Scotland

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£30,100	£32,800 <span>↗</span>	£35,400	£30,600	£31,100	£34,500
CNC Setter/Operator	£26,900	£29,200 <span>↗</span>	£31,500	£26,900	£26,900	£30,700
Design Manager	£52,300	£58,500 <span>↗</span>	£64,800	£56,500	£58,600	£61,600
Electrical/Electronics Design Engineer	£42,100	£47,700 <span>↗</span>	£53,200	£47,500	£46,000	£50,000
Electronics Engineer	£39,900	£44,100 <span>↗</span>	£48,400	£38,100	£38,900	£46,300
Engineering Manager	£44,700	£52,500 <span>↘</span>	£60,200	£54,900	£49,800	£55,100
Engineering/Technical Director	£69,600	£79,900 <span>↘</span>	£90,300	£82,200	£85,800	£84,000
Field Service Engineer	£31,600	£34,300 <span>↗</span>	£37,000	£32,400	£30,800	£36,000
Maintenance Manager/Engineer	£40,500	£44,000 <span>↗</span>	£47,400	£41,300	£43,700	£46,300
Maintenance Technician	£29,300	£31,800 <span>↗</span>	£34,400	£29,000	£30,500	£33,400

↗ **15.4%** increase in **Electronics Engineer** average salaries this year.

↘ **4.8%** decrease in **Engineering Manager** average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Manufacturing Engineer	£37,400	£41,000 <span>↗</span>	£44,700	£37,700	£39,900	£43,200
Mechanical Design Engineer	£40,000	£44,900 <span>↗</span>	£49,800	£42,100	£43,400	£47,100
Process Engineer	£40,000	£46,100 <span>↗</span>	£52,200	£39,700	£43,500	£48,600
Production Engineer	£34,900	£38,500 <span>↗</span>	£42,000	£35,400	£38,800	£40,500
Production Manager	£37,000	£39,700 <span>↘</span>	£42,400	£40,600	£42,300	£41,600
Programme Manager	£73,200	£79,700 <span>↗</span>	£86,100	£73,800	£73,300	£83,900
Project Manager	£49,500	£56,200 <span>↗</span>	£62,800	£52,000	£55,800	£59,000
Quality Engineer	£39,500	£43,900 <span>↗</span>	£48,300	£37,400	£38,100	£46,100
Quality Inspector	£26,600	£28,600 <span>↗</span>	£30,700	£26,300	£26,100	£30,300
Quality Manager	£42,700	£52,000 <span>↗</span>	£61,300	£47,300	£39,700	£54,600
Systems Engineer	£52,800	£60,200 <span>↗</span>	£67,600	£58,500	£57,000	£63,500

↗ **8.3%** increase in **Manufacturing Engineer** average salaries this year.

↗ **7.5%** increase in **Project Manager** average salaries this year.

## Roles on the rise

### Field Service Engineer

2022	£30,800
2023	£32,400
2024	£34,300

### Programme Manager

2022	£73,300
2023	£73,800
2024	£79,700

### Quality Inspector

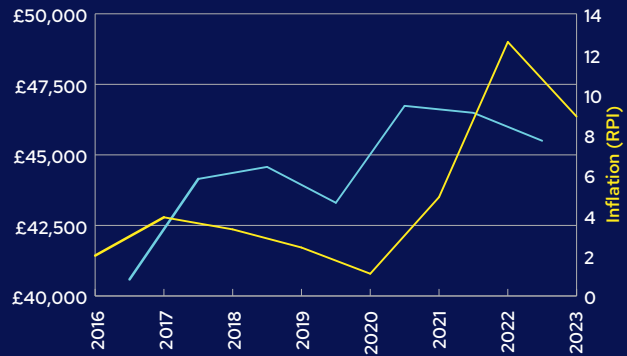
2022	£26,100
2023	£26,300
2024	£28,600



# 5.5%

salary growth  
versus 5.1% UK  
average growth

## Average salary in region vs UK inflation rate



# Regional insight

**Gillian Dolan**  
Regional Director, Reed



“ Last year, the opening of a flagship facility by the National Manufacturing Institute Scotland (NMIS) in Renfrewshire marked a significant moment in the nation’s continued growth and leadership in the sector. The facility will support manufacturing, engineering and associated technology businesses of all sizes. With further plans to create a £6.5 million 3,000sqm facility to support supply chain expansion and deliver a cutting-edge innovation ecosystem.

The NMIS is showcasing the scale of innovation and expertise in the country, and is just one example of local entrepreneurship, innovation and growth. Engineering and manufacturing have long been the

bedrock of the Scottish economy – and it’s heartening to see how well research and development marry up with local business, with the award-winning University of Strathclyde, which operates NMIS, working towards the goal of a net-zero economy.

The rise of additive manufacturing, often referred to as 3D printing, is reshaping the industry. It allows for rapid prototyping and customisation, reducing time-to-market for new products. This disruptive technology demands expertise in digital design and material sciences, offering exciting opportunities for individuals with specialised skills.

Scotland is also at the forefront of developing autonomous systems. From

automated production lines to self-driving vehicles, the demand for engineers proficient in robotics and artificial intelligence is soaring. These advancements are redefining traditional roles and creating entirely new job categories.

Skilled professionals in fields such as data analytics, automation, sustainable practices, and digital design will find plenty of opportunities, and we may see more demand for multidisciplinary experts who can bridge the gap between technology and business needs.

Those with a passion for innovation will find themselves in the right place to shape the future of Scottish industry. //



# South East

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£32,900	£35,700 <span>↗</span>	£38,400	£33,500	£31,900	£37,500
CNC Setter/Operator	£29,600	£32,300 <span>↗</span>	£35,000	£29,300	£26,600	£33,900
Design Manager	£55,600	£62,400 <span>↗</span>	£69,100	£61,100	£55,800	£65,500
Electrical/Electronics Design Engineer	£47,400	£53,300 <span>↗</span>	£59,300	£49,500	£47,100	£56,000
Electronics Engineer	£41,200	£46,400 <span>↗</span>	£51,500	£43,300	£41,300	£48,700
Engineering Manager	£50,500	£57,000 <span>↗</span>	£63,500	£52,500	£51,300	£59,800
Engineering/Technical Director	£76,300	£87,800 <span>↗</span>	£99,300	£86,200	£84,600	£92,200
Field Service Engineer	£33,000	£35,900 <span>↗</span>	£38,800	£33,500	£32,300	£37,700
Maintenance Manager/Engineer	£41,800	£46,700 <span>↗</span>	£51,500	£43,600	£44,200	£49,000
Maintenance Technician	£29,900	£35,600 <span>↗</span>	£41,400	£32,500	£33,700	£37,400

↗ **7.5%** increase in Electronics Engineer average salaries this year.

↗ **9.2%** increase in Maintenance Technician average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Manufacturing Engineer	£38,500	£43,000 <span>↗</span>	£47,400	£42,100	£41,200	£45,100
Mechanical Design Engineer	£41,700	£47,100 <span>↗</span>	£52,500	£44,500	£43,200	£49,400
Process Engineer	£39,900	£49,300 <span>↗</span>	£58,600	£42,000	£42,900	£51,800
Production Engineer	£36,100	£39,800 <span>↗</span>	£43,600	£38,500	£38,400	£41,800
Production Manager	£41,300	£45,200 <span>↔</span>	£49,000	£45,200	£44,600	£47,400
Programme Manager	£71,500	£79,200 <span>↘</span>	£86,900	£79,600	£78,000	£83,100
Project Manager	£54,600	£60,300 <span>↗</span>	£65,900	£57,300	£54,200	£63,300
Quality Engineer	£36,900	£40,800 <span>↗</span>	£44,600	£38,400	£36,400	£42,800
Quality Inspector	£29,800	£32,000 <span>↗</span>	£34,200	£29,300	£26,600	£34,700
Quality Manager	£45,000	£51,000 <span>↗</span>	£56,900	£46,000	£46,800	£53,600
Systems Engineer	£50,700	£60,400 <span>↗</span>	£70,100	£59,700	£56,400	£63,400

↘ **0.5%** decrease in Programme Manager average salaries this year.

↗ **5.5%** increase in Project Manager average salaries this year.

## Roles on the rise

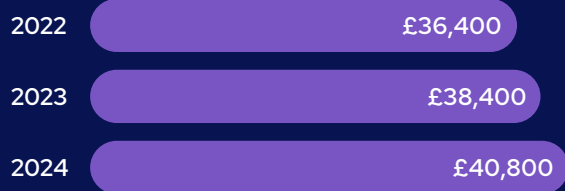
### CNC Setter/Operator



### Mechanical Design Engineer

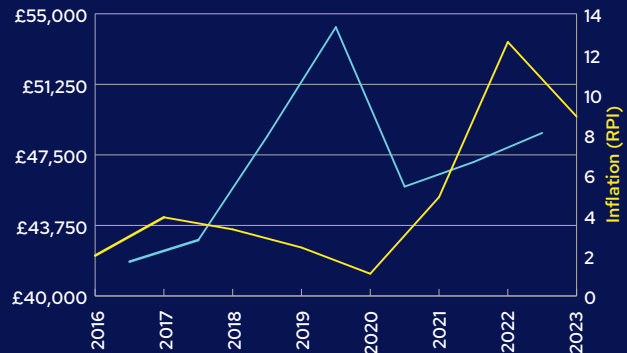


### Quality Engineer



↑  
**5.2%** salary growth  
versus 5.1% UK  
average growth

### Average salary in region vs UK inflation rate



## Regional insight

**Grant Rigler**  
Executive Regional Director, Reed



“ Tech adoption in manufacturing is a sure way to boost the UK’s economic output, and to do that business leaders need to welcome the changes. Automation can help counter the ongoing labour shortages and achieve higher productivity and quality, in addition to fulfilling sustainability goals.

Experts are predicting a continued drop in prices of raw materials for the year ahead – with metals among the first to see the change last year. This could mean a positive outlook for the local sector, which continues to be at the forefront of technological innovation.

New technologies are already changing working processes, presenting

opportunities for skilled professionals in fields including automation engineering and data analysis. Skills gaps can be filled through training and upskilling staff to take on new roles, where automation has perhaps reduced their usual workload. New challenges can boost staff morale, giving employees confidence to serve a business in a different way, while developing their careers in ways they may not have anticipated. Technical proficiency coupled with soft skills like adaptability, effective communication and creativity are also highly valued.

The pandemic underscored the importance of resilient supply chains.

Manufacturers are diversifying their supplier base and adopting digital tools for real-time monitoring and predictive analysis. This strategic shift results in steady demand for supply chain managers and logistics experts who can optimise processes and mitigate risks effectively.

Job opportunities will abound for engineers specialising in automation, sustainable practices, and digital technologies. Employers need to focus on attracting talent as well as looking after their existing staff – making sure no one is left behind in the digital adoption race. ”



# South West

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£32,500	£35,800 ↗	£39,100	£32,500	£29,200	£37,700
CNC Setter/Operator	£28,600	£31,800 ↗	£34,900	£29,700	£26,800	£33,400
Design Manager	£59,500	£67,100 ↗	£74,800	£59,100	£52,900	£70,500
Electrical/Electronics Design Engineer	£42,600	£51,400 ↗	£60,200	£45,300	£42,500	£54,000
Electronics Engineer	£40,200	£45,400 ↗	£50,500	£41,800	£40,300	£47,700
Engineering Manager	£50,200	£54,900 ↗	£59,600	£52,000	£48,100	£57,600
Engineering/Technical Director	£62,100	£75,600 ↘	£89,200	£82,400	£83,900	£79,300
Field Service Engineer	£32,200	£34,800 ↗	£37,400	£33,300	£32,000	£36,500
Maintenance Manager/Engineer	£38,200	£41,000 ↗	£43,900	£40,900	£35,300	£43,000
Maintenance Technician	£30,100	£33,500 ↗	£36,900	£30,400	£31,300	£35,200

↗ **11.3%** increase in CNC Programmer average salaries this year.

↘ **8.1%** decrease in Engineering/Technical Director average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Manufacturing Engineer	£38,500	£41,900 ↗	£45,300	£39,900	£38,800	£44,000
Mechanical Design Engineer	£38,200	£46,700 ↗	£55,200	£41,400	£40,400	£49,100
Process Engineer	£39,200	£43,200 ↗	£47,200	£41,600	£39,500	£45,400
Production Engineer	£35,000	£38,000 ↗	£41,000	£36,400	£37,300	£39,900
Production Manager	£42,100	£46,400 ↗	£50,700	£43,000	£40,300	£48,800
Programme Manager	£78,900	£87,000 ↗	£95,000	£78,400	£68,900	£91,600
Project Manager	£51,700	£56,800 ↗	£62,000	£54,300	£51,200	£59,600
Quality Engineer	£36,600	£39,700 ↗	£42,900	£36,600	£35,600	£41,700
Quality Inspector	£29,100	£31,200 ↗	£33,400	£28,400	£26,700	£32,700
Quality Manager	£48,200	£52,200 ↗	£56,100	£45,000	£43,200	£54,900
Systems Engineer	£57,000	£65,800 ↗	£74,600	£62,200	£53,600	£69,300

↗ **13.1%** increase in Mechanical Design Engineer average salaries this year.

↗ **16.7%** increase in Quality Manager average salaries this year.

## Roles on the rise

### CNC Programmer

2022	£29,200
2023	£32,500
2024	£35,800

### Engineering Manager

2022	£48,100
2023	£52,000
2024	£54,900

### Maintenance Manager/Engineer

2022	£35,300
2023	£40,900
2024	£41,000

↑  
**6.4%**  
salary growth  
versus 5.1% UK  
average growth

### Average salary in region vs UK inflation rate



## Regional insight

**George Sofokleous**  
Senior Regional Director, Reed



“ More than nine in 10 of the manufacturers in the region, surveyed by the business advisory firm FRP, are expecting to see demand for their products increase in the next 12 months. This optimism is brought about by renewed confidence in supply chains and enthusiasm for technologies designed to drive growth.

Despite the issues faced across the sector, mainly caused by the high energy prices of last year, South West manufacturers are hopeful that 2024 will see more financial stability. The good news for jobseekers is that many businesses plan to scale their

operations in terms of production and logistics.

Advanced robotics, AI, and the Internet of Things are optimising production processes, enhancing efficiency, and reducing costs. Digital twins – virtual replicas of physical systems – have become instrumental in product development and manufacturing.

Paired with smart factories, these innovations are fostering real-time monitoring and predictive maintenance, ensuring seamless operations.

To meet the evolving demands of the sector, investment in workforce training and education is paramount. Apprenticeships, vocational training programmes, and initiatives promoting diversity and inclusion are shaping the industry's workforce.

For those looking for a new job this year, roles such as automation engineers, data analysts, sustainability experts, and digital twin specialists will be sought after. Professionals who can combine engineering expertise with data science and environmental knowledge will also be well placed for success. ”



# Wales

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£29,100	£30,600 <span>↗</span>	£32,100	£28,800	£27,900	£32,200
CNC Setter/Operator	£26,000	£27,200 <span>↗</span>	£28,500	£25,400	£24,100	£28,600
Design Manager	£50,500	£54,600 <span>↗</span>	£58,700	£53,300	£52,600	£57,300
Electrical/Electronics Design Engineer	£38,700	£42,900 <span>↗</span>	£47,100	£42,400	£38,700	£45,000
Electronics Engineer	£39,300	£42,600 <span>↗</span>	£45,900	£40,800	£41,700	£44,700
Engineering Manager	£46,400	£50,100 <span>↗</span>	£53,800	£49,900	£45,100	£52,600
Engineering/Technical Director	£67,300	£74,600 <span>↘</span>	£81,800	£77,500	£76,900	£78,300
Field Service Engineer	£32,600	£35,500 <span>↗</span>	£38,400	£31,300	£31,400	£37,300
Maintenance Manager/Engineer	£42,300	£44,400 <span>↘</span>	£46,600	£45,600	£40,200	£46,600

↗ **4.3%** increase in Electronics Engineer average salaries this year.

↘ **3%** decrease in Maintenance Manager/Engineer average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Maintenance Technician	£30,500	£32,000 <span>↗</span>	£33,500	£29,000	£29,700	£33,600
Manufacturing Engineer	£41,100	£44,500 <span>↗</span>	£47,800	£39,500	£38,100	£46,700
Mechanical Design Engineer	£36,900	£40,300 <span>↗</span>	£43,800	£38,800	£37,700	£42,300
Process Engineer	£39,700	£42,300 <span>↗</span>	£44,800	£39,800	£39,400	£44,400
Production Engineer	£33,800	£35,900 <span>↗</span>	£38,000	£33,400	£34,800	£37,700
Production Manager	£36,400	£38,200 <span>↗</span>	£40,000	£36,800	£37,500	£40,000
Programme Manager	£70,800	£74,300 <span>↗</span>	£78,000	£69,500	£65,700	£78,100
Project Manager	£48,400	£53,900 <span>↗</span>	£59,500	£53,700	£51,100	£56,600
Quality Engineer	£35,700	£37,800 <span>↗</span>	£40,000	£37,200	£35,700	£39,600
Quality Inspector	£25,700	£26,700 <span>↗</span>	£27,800	£24,800	£23,400	£28,300
Quality Manager	£41,000	£44,300 <span>↗</span>	£47,600	£41,000	£42,200	£46,600
Systems Engineer	£51,100	£56,200 <span>↗</span>	£61,200	£55,100	£51,100	£59,100

↗ **10.1%** increase in Maintenance Technician average salaries this year.

↗ **7.2%** increase in Production Engineer average salaries this year.



## Roles on the rise

### Design Manager

2022	£52,600
2023	£53,300
2024	£54,600

### Programme Manager

2022	£65,700
2023	£69,500
2024	£74,300

### Quality Inspector

2022	£23,400
2023	£24,800
2024	£26,700



# 3.6%

salary growth  
versus 5.1% UK  
average growth

## Average salary in region vs UK inflation rate



# Regional insight

**Becky Hole**

Senior Regional Director, Reed



Employers in Wales are moving with the times, adapting to technological changes to boost efficiency and productivity. With a heritage founded in industry, the nation's manufacturing sector remains strong, contributing to over 16% of Wales' national economic output – higher than the UK average – and providing some 150,000 jobs.

A priority for many leaders is to decarbonise the sector, but this isn't the only challenge. According to the Welsh government, manufacturing is facing an acute skills shortage with an increasing number of the workforce now defined as economically inactive. Vacancies in

the sector are proving hard to fill due to applicants lacking the appropriate skills, qualifications or experience.

Collaboration between academia and industry is the solution, with research institutions and businesses working hand in hand to create a diverse and skilled workforce. Fair pay and benefits are crucial to attracting and retaining workers – along with training and continued professional development.

As the biggest contributor to the Welsh economy in terms of output, the manufacturing sector could be key to improving social and economic prosperity. In the immediate future, employers need

to incentivise their workers to learn new systems, take on different responsibilities and generally readjust to life with tech. Those with many years' experience in non-digital roles may find the changes unsettling, so adequate time for training should be factored into business strategy.

In future, high-skilled jobs in fields like automation engineering and data analysis will become more common, along with environmental engineering and green technology research. Alongside traditional manufacturing roles, we can also expect to see opportunities in additive manufacturing, clean energy technologies, robotics, and cyber-physical systems. //



# West Midlands

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£29,500	£31,500 <span>↗</span>	£33,500	£30,800	£28,700	£33,100
CNC Setter/Operator	£27,500	£29,500 <span>↗</span>	£31,600	£26,500	£24,400	£31,000
Design Manager	£55,100	£61,100 <span>↗</span>	£67,200	£57,500	£55,500	£64,100
Electrical/Electronics Design Engineer	£42,700	£48,100 <span>↗</span>	£53,600	£44,900	£42,000	£50,500
Electronics Engineer	£40,100	£43,800 <span>↗</span>	£47,600	£42,900	£39,800	£46,000
Engineering Manager	£49,800	£54,500 <span>↗</span>	£59,200	£54,200	£51,900	£57,200
Engineering/Technical Director	£70,000	£77,200 <span>↘</span>	£84,400	£89,600	£81,500	£80,900
Field Service Engineer	£32,900	£36,100 <span>↗</span>	£39,200	£34,600	£32,000	£37,900
Maintenance Manager/Engineer	£43,900	£46,900 <span>↗</span>	£49,800	£43,200	£42,700	£49,200
Maintenance Technician	£34,200	£38,100 <span>↗</span>	£42,100	£34,100	£30,400	£40,000
Manufacturing Engineer	£41,400	£44,300 <span>↗</span>	£47,100	£38,600	£38,900	£46,500

↗ **6.5%** increase in Design Manager average salaries this year.

↗ **14.7%** increase in Manufacturing Engineer average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
Mechanical Design Engineer	£38,200	£42,700 <span>↗</span>	£47,100	£40,700	£39,600	£44,800
Process Engineer	£40,400	£44,300 <span>↗</span>	£48,300	£38,700	£42,900	£46,500
Production Engineer	£36,200	£39,800 <span>↗</span>	£43,300	£38,300	£35,700	£41,800
Production Manager	£40,900	£44,300 <span>↗</span>	£47,700	£43,200	£39,500	£46,500
Programme Manager	£55,300	£60,700 <span>↘</span>	£66,000	£68,400	£64,900	£63,700
Project Manager	£51,700	£56,900 <span>↗</span>	£62,200	£55,700	£51,800	£59,700
Quality Engineer	£36,400	£39,200 <span>↗</span>	£42,000	£37,700	£38,000	£41,100
Quality Inspector	£27,300	£28,800 <span>↗</span>	£30,300	£26,500	£24,900	£30,200
Quality Manager	£44,800	£49,100 <span>↗</span>	£53,400	£47,100	£46,500	£51,500
Systems Engineer	£48,000	£52,300 <span>↘</span>	£56,600	£52,900	£52,700	£54,900

↘ **11.9%** decrease in Programme Manager average salaries this year.

↗ **9.2%** increase in Quality Inspector average salaries this year.

## Roles on the rise

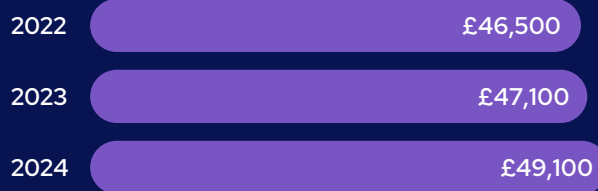
### Electronics Engineer



### Maintenance Technician



### Quality Manager



# 2.4%

salary growth  
versus 5.1% UK  
average growth

## Average salary in region vs UK inflation rate



# Regional insight

**Chris Willsher**  
Senior Regional Director, Reed



“ Last year, the sector faced many challenges, with a steady decline in business confidence and a rise in inflationary pressures. Nationally, PMI (purchasing managers’ index) for manufacturing stood at 44.8 in October 2023. Common problems are supply chain issues, inflationary pressures, and weaker inflows of work from Europe, China and Brazil.

That said, there are signs of hope and positivity in the West Midlands. Despite stagnation in output, the sector has maintained a trend in job creation that started in 2021. After a peak in cost

inflation in 2022, last year’s Q3 figure was at its lowest since 2016.

Coventry University’s Institute for Advanced Manufacturing and Engineering has received a £6m investment designed to help steer the industry towards a clean, sustainable, and digital future. The West Midlands Combined Authority foresees 216,000 new jobs across a range of businesses linked to manufacturing and engineering, adding a further £1 billion to the economy. There is a desire to reap the rewards of ‘green’ economies and working practices.

Additionally, the 100% upfront tax deduction for UK capital expenditure on plant and machinery will become permanent.

Job creation is being driven through the take-up of new technologies and methods. Jobseekers have plenty of opportunities but must be prepared to demonstrate a good grasp of their trades and qualifications. Manufacturing businesses thrive on innovation and will seek out those with new ideas, who can combine fundamental skills with a willingness to learn new methods. ”



# Yorkshire & Humberside

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£29,300	£31,700 <span>↗</span>	£34,200	£29,800	£28,400	£33,200
CNC Setter/Operator	£26,200	£28,300 <span>↗</span>	£30,400	£26,200	£24,600	£29,600
<b>Design Manager</b>	<b>£48,400</b>	<b>£53,400</b> <span>↘</span>	<b>£58,400</b>	<b>£59,500</b>	<b>£51,300</b>	<b>£56,000</b>
Electrical/Electronics Design Engineer	£42,100	£48,300 <span>↗</span>	£54,500	£42,700	£42,600	£50,700
Electronics Engineer	£38,700	£41,200 <span>↗</span>	£43,600	£36,900	£36,800	£43,300
<b>Engineering Manager</b>	<b>£48,600</b>	<b>£54,200</b> <span>↗</span>	<b>£59,800</b>	<b>£50,100</b>	<b>£49,600</b>	<b>£56,900</b>
Engineering/Technical Director	£66,900	£77,600 <span>↘</span>	£88,400	£97,000	£83,300	£81,400
Field Service Engineer	£32,200	£34,900 <span>↗</span>	£37,700	£32,900	£33,300	£36,600
Maintenance Manager/Engineer	£43,500	£47,300 <span>↗</span>	£51,100	£46,500	£42,700	£49,600
Maintenance Technician	£32,300	£37,700 <span>↗</span>	£43,100	£32,200	£31,700	£39,600
Manufacturing Engineer	£37,400	£40,900 <span>↗</span>	£44,500	£38,700	£36,900	£42,900

↘ **11.9%** decrease in Design Manager average salaries this year.

↗ **8.3%** increase in Engineering Manager average salaries this year.

Role	2024			2023	2022	2025
	Min	Average	Max	Average	Average	Projection
<b>Mechanical Design Engineer</b>	<b>£38,400</b>	<b>£43,200</b> <span>↗</span>	<b>£48,000</b>	<b>£39,600</b>	<b>£37,700</b>	<b>£45,400</b>
Process Engineer	£42,800	£49,300 <span>↗</span>	£55,800	£39,600	£42,200	£51,800
Production Engineer	£37,200	£41,100 <span>↗</span>	£45,000	£36,500	£36,300	£43,200
Production Manager	£40,900	£44,100 <span>↗</span>	£47,300	£40,300	£38,100	£46,300
Programme Manager	£71,300	£77,200 <span>↗</span>	£83,100	£71,900	£67,000	£80,900
<b>Project Manager</b>	<b>£46,900</b>	<b>£52,100</b> <span>↗</span>	<b>£57,300</b>	<b>£49,800</b>	<b>£52,100</b>	<b>£54,700</b>
Quality Engineer	£33,200	£36,800 <span>↗</span>	£40,400	£36,400	£34,600	£38,600
Quality Inspector	£26,300	£28,000 <span>↗</span>	£29,700	£26,700	£24,200	£29,400
Quality Manager	£43,900	£48,700 <span>↗</span>	£53,400	£45,000	£46,300	£51,200
Systems Engineer	£51,400	£58,300 <span>↗</span>	£65,200	£57,000	£52,100	£61,000

↗ **9.5%** increase in Mechanical Design Engineer average salaries this year.

↗ **4.4%** increase in Project Manager average salaries this year.

## Roles on the rise

### Electrical/Electronics Design Engineer

2022	£42,600
2023	£42,700
2024	£48,300

### Manufacturing Engineer

2022	£36,900
2023	£38,700
2024	£40,900

### Production Manager

2022	£38,100
2023	£40,300
2024	£44,100

↑  
**4.1%**  
salary growth  
versus 5.1% UK  
average growth

### Average salary in region vs UK inflation rate



## Regional insight

**Helen Barber**  
Executive Regional Manager, Reed



“ The region is gaining prominence for its contribution to the nation’s energy production, so it’s fitting that the local sector is focused on finding sustainable solutions to power industry.

With a global emphasis on eco-friendly practices, local companies have been investing in renewable energy sources, waste reduction strategies, and ‘green’ manufacturing processes, opening doors to new business opportunities and collaborations.

While traditional engineering roles are still in demand, digital transformation is

changing some jobs, with automation freeing up workers to focus on more creative or analytical tasks. Employers should be ready to run with digital tools, guiding their workforce to see the greater benefits they can bring, not just in terms of efficiency but for professional development. Upskilling is key, and collaboration with local colleges and universities can help promote businesses and increase the chances of skilled graduates seeking out apprenticeships or employment.

With the time and budget constraints that many employers face, partnering with

a local recruitment expert can greatly enhance the chances of success in sourcing quality candidates. Before hiring, pinpoint where the skills gaps are and where staff with transferable skills might be better employed in the business. If upskilling doesn’t fulfil all business ambitions, it’s then clearer to see where help is needed.

Professionals with knowledge of data analytics, robotics, and green technologies will find themselves in high demand. Moreover, the region’s commitment to investing in infrastructure and workforce development is likely to result in a thriving jobs market. ”

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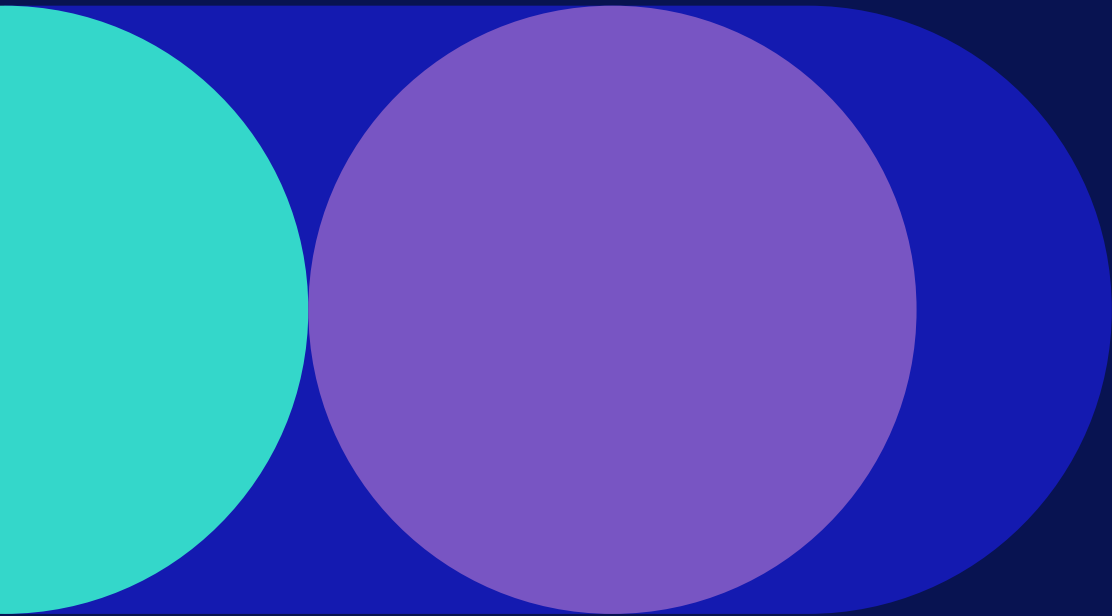
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