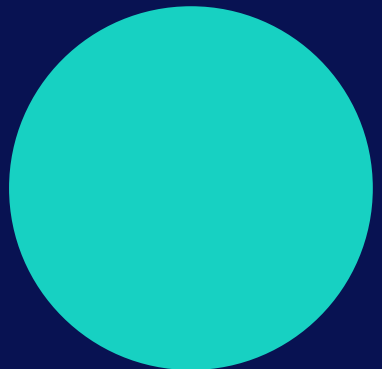


Reed
...



Salary guide 2025

Engineering
& manufacturing

Getting Britain working in 2025: an employers imperative



The need to reinvigorate Britain's workforce and address the pressing issue of low labour force participation is now more urgent than ever. Figures released at the end of last year by the Office for National Statistics reveal that more than nine million people in the UK are economically inactive – for every three working-age adults in employment, one is inactive.

This imbalance is unsustainable if we are to build a thriving economy. Without a significant shift in the labour participation rate, the rising trend of unemployment threatens not only our economic prosperity, but also the social fabric of our nation.

The path forward is clear: policymakers, businesses, and communities must work together to prioritise employment and ensure that no one is left behind. Reed in Partnership, has supported over 300,000 individuals in transitioning from unemployment into work and we have seen firsthand the human cost of joblessness. Beyond economic metrics, unemployment undermines individual confidence, mental health, and long-term potential. The societal duty to combat this trend is both practical and moral.

To build an economy in which work is accessible, rewarding, and inclusive, we must embrace bold and innovative solutions as employers.

Work has often been framed as the less desirable side of 'work-life balance,' a narrative that discourages engagement. To shift perceptions, we must actively market the many positives of employment – financial independence, personal growth, skill acquisition, and social life and contribution. People should be inspired to see work not as a burden, but as an opportunity to shape their futures and to give their lives added meaning.

For many young people, and especially for those who do not attend university, the transition from education to employment can feel daunting and uncertain. Reintroducing traineeships for 16-to-24-year-olds would offer a structured pathway into the workforce. These programmes can provide essential skills and hands-on experience, and instil confidence in young individuals, enabling them to take their first steps into employment.

“

It has never been more important to ensure you have a strong team around you. Our salary guides are a tool to help you do just that. And it's no exaggeration to say that the difference between having the right people in your team over the wrong people will be the difference between night and day.

”

By investing in such initiatives, we can bridge the gap between education and work, ensuring that more young people are prepared for the demands of the modern labour market.

On top of this, apprenticeships have been in decline and, if we are to put them back on track, we must make the system more employer-friendly, reducing bureaucracy and offering greater flexibility to businesses. By aligning apprenticeship programmes more closely with the needs of employers, we can create opportunities that are mutually beneficial.

We must also continue to remember the value a diverse workforce brings. Ageism, for example, remains a persistent barrier in the workplace, and yet older workers bring a wealth of skills, experience, and resilience. Encouraging multigenerational participation in the workforce is not just fair – it is necessary, if we are to have a sustainable and dynamic economy.

Our research with 5,000 people in employment, used to provide insight further [in this guide](#), highlights the importance of taking employee wellbeing into consideration, with 43% of people saying they work more hours than they are paid to.

Alarming, when asked why, 40% of those employees said they have too much work to do in the hours they are paid to work. If this issue goes unaddressed, we could see valuable colleagues

walk out the door or fall into long-term sickness due to burnout. By promptly addressing this issue, you can create a healthier, more productive, and more sustainable work environment which, in the current climate, will assist your employee value proposition considerably.

It looks likely that this year will be challenging – not only for organisations, but for professionals, too. As well as strategies to attract new talent into your organisation, it is important to assess the situation internally at the same time and to focus attention holding on to your best people.

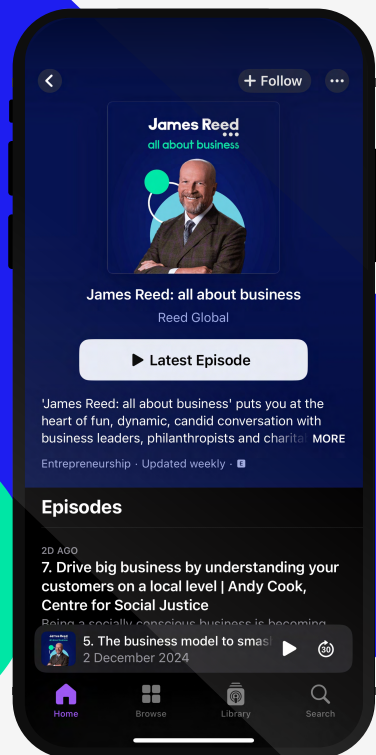
It has never been more important to ensure you have a strong team around you. Our salary guides are a tool to help you do just that.

And it's no exaggeration to say that the difference between having the right people in your team over the wrong people will be the difference between night and day.

I wish you all the very best for the year ahead.

James Reed CBE

Chairman and Chief Executive, Reed



Listen to James Reed's podcast 'all about business'.

Hosted by **James Reed CBE**, the Chairman and CEO of Reed Group, you'll hear the highs and lows of what it means to be a true business leader to empower you to implement smarter, more meaningful strategy in your business or career.

Listen here



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 2025.



Unmatched data insights

This comprehensive guide draws upon a vast dataset derived from over 21 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.

Contents

→ Introduction	5
→ Salary and benefits reveal	7
→ Why Reed?	12
→ East Anglia	13
→ East Midlands	15
→ London	17
→ North East	19
→ North West	21
→ Northern Ireland	23

→ Is your package winning top talent?	25
→ Scotland	26
→ South East	28
→ South West	30
→ Wales	32
→ West Midlands	34
→ Yorkshire & Humberside	36
→ Looking for employee screening?	38

National insight: trends in the engineering and manufacturing job market

Kimberly Hunsdon

Engineering & Manufacturing Expert, Reed



The engineering and manufacturing job market across the UK presents a mixed landscape, with high demand for talent across several disciplines. There was a surge in demand for field service roles at the end of 2024. And, other areas like design, quality, and maintenance engineering, are also more active as the need for skilled professionals persists as a universal challenge across the sector.

One of the significant trends observed during 2024 was the difficulty in finding sufficiently qualified professionals to fill available positions. This year will remain the same, regardless of the engineering specialty, there will be a struggle, without using a recruiter, to source enough suitable professionals for each role. This shortage has been exacerbated by factors such as Brexit, which led to the return of many skilled professionals to their home countries, particularly in machining. This area, which once thrived with a strong talent pool, has seen a significant decline due to a combination of repatriation and the establishment of competitive manufacturing facilities abroad.

The impact of national economic trends

Economic trends, including inflation and the cost-of-living crisis, are also influencing the job market. The challenge lies in the uniformity of salaries nationwide for comparable skill sets. This parity makes it difficult to incentivise relocations, as professionals see little reason to move from regions with a lower cost of living to higher-cost areas like London or the South East without a substantial salary uplift. However, small and medium-sized enterprises (SMEs) often cannot afford to increase salaries across the board to accommodate these discrepancies. Instead, they are exploring creative recruitment strategies, such as hiring less-experienced talent and investing in their training to fill gaps.

The changes announced in the government Budget at the end of last year, particularly the increase in the national minimum wage, are expected to impact businesses more

significantly at the lower end of the workforce when they come into play in April 2025. For instance, production operative roles may see a strain on hiring budgets, leading companies to weigh the cost of additional hires against potential overtime for existing staff. For higher-skilled roles like maintenance engineers, the impact is likely to be less pronounced since these positions are essential and non-negotiable for operational continuity.

Recruitment challenges and evolving strategies

The recruitment process itself has shifted dramatically in recent years. Companies now recognise that jobseekers often have multiple offers and can afford to be selective. To remain competitive, businesses are focusing on creating a positive candidate experience during recruitment. A poor reputation in the hiring process can deter potential talent in a closely-knit sector like manufacturing, where word-of-mouth and professional networks are influential.

In terms of talent availability, the reluctance of candidates to relocate remains one of the most significant challenges. Despite national salaries levelling out, discrepancies in living costs between regions make it difficult to attract applicants from areas like Leeds to higher-cost regions such as Essex or London. Furthermore, large employers like Amazon have driven up local salaries in some areas, making it harder for smaller businesses to compete.

However, there are some positive developments. International workers, particularly those relocating due to family ties

with NHS or care sector employees, are contributing to the talent pool. These professionals are often highly skilled but require an initial opportunity to gain UK experience. Once established, they tend to be loyal and progress rapidly in their careers, filling critical gaps in the workforce.

Work-life balance and benefits: meeting candidate expectations

Professionals' and jobseekers' expectations around work-life balance and benefits have shifted over the last few years, post-Covid. Manufacturing companies, which traditionally adhered to rigid schedules, have begun introducing more flexible working arrangements to attract and retain employees. Examples include innovative shift patterns that maximise downtime, allowing employees to pursue side projects, manage childcare, or simply enjoy more personal time. For instance, some businesses have implemented systems where employees work only 16-to-18 days per month while maintaining competitive salaries, a proposition that has proven highly attractive.

In terms of benefits, flexible working, opportunities for career development, and creative compensation packages are aligning more closely with what employees are seeking. These efforts are essential in an environment where companies must sell themselves as much as professionals must sell their skills.

Diversity and inclusion in engineering and manufacturing

The engineering and manufacturing sector is making strides in diversity and inclusion. Employers are increasingly focused on offering equitable hiring practices and creating a welcoming environment for all professionals. The emphasis is on skill sets, with companies actively accommodating applicants' needs during the recruitment process to ensure the best possible experience. This approach not only broadens the talent pool but also helps to build a positive employer reputation in a highly interconnected industry.

Despite progress, there is still work to be done to increase the representation of women in engineering roles. Female

engineers bring a unique perspective and dynamic to the workplace, and their presence is highly valued by businesses. However, there is a need for greater outreach in schools and educational institutions to encourage young women to consider engineering as a viable and exciting career path.

The road ahead for engineering and manufacturing

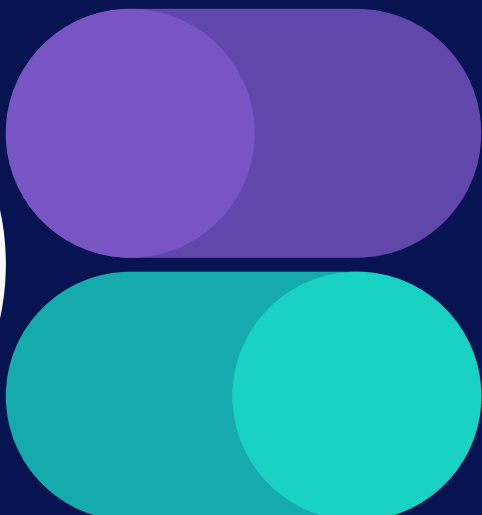
Looking ahead, the engineering and manufacturing sectors are poised for growth. Advances in process manufacturing and the emergence of new industries promise to create fresh opportunities. However, addressing the long-term skills gap remains a critical priority. Investing in grassroots development, such as apprenticeships, will be key to ensuring a steady pipeline of talent. Companies that focus on nurturing the next generation of engineers are likely to see the greatest success in navigating the challenges of the coming years.

Salary and benefits insight from a recruiter

Salaries in the engineering and manufacturing sectors are trending upward, though the rate of increase varies. While higher wages are becoming the norm for essential and skilled roles, SMEs often struggle to match the competitive salaries offered by larger companies or those in urban areas. This has led to an increased emphasis on non-monetary benefits, such as flexible working arrangements, additional time off, and opportunities for professional growth.

Businesses that succeed in attracting talent are those that go beyond salary. Offering tailored benefits, fostering a positive recruitment experience, and demonstrating a genuine commitment to employee wellbeing are critical strategies. With professionals prioritising work-life balance, innovative shift patterns and opportunities for side pursuits or personal development have become particularly attractive.

The engineering and manufacturing job market remains vibrant but challenging. Companies must be proactive in their approach to recruitment and retention, focusing on flexibility, inclusivity, and long-term talent development to thrive in an increasingly competitive landscape.





The great UK salary and benefits reveal: **5,000 voices**

This year, we asked 5,000 employed working adults in the UK how they feel about their salary, benefits, role and responsibilities. Additionally, the survey captured information about the industries the professionals work in, their working hours, overtime, and overall job satisfaction. Here's what we found out...

Work, work, work

The majority of respondents (65%) are contracted to work between 31 and 40 hours per week, averaging 34.7 hours, and just over a tenth (12%) were contracted to work more than 40 hours per week. However, from the responses, workers said that their actual hours far exceed those they are paid to work, with 44% saying they actually work 41-50 hours weekly.

This significant disparity between hours paid to work versus actual hours worked is exacerbating the already-tense situation for many workers who say their current pay doesn't cover their everyday expenses and the rising cost of living.

Not only are employees feeling they're not being well compensated for the roles and hours they do, but there

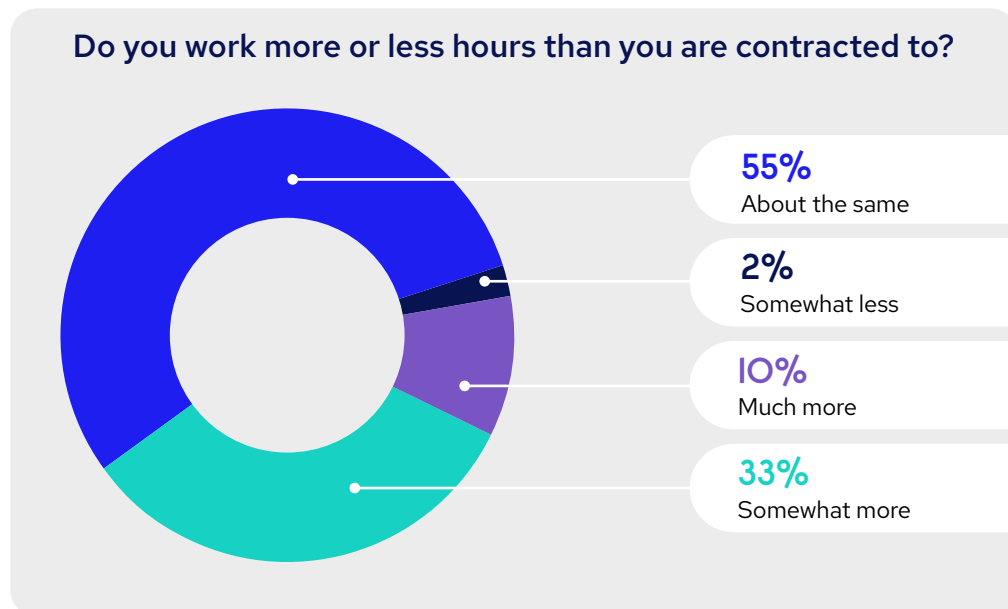
also appears to be an expectation or need for them to work additional hours on top – often without being paid.

The reasons for working additional hours include having too much work to do in the hours they are paid for (40%), roles and responsibilities require it (40%), having tight deadlines to meet (29%), enjoying their job (26%), or being unable to switch off (20%).

In the current climate, with the rising cost of living and the challenging employment market, 16% of workers said they are trying to prove their commitment or demonstrate that their salary should be reviewed in line with their roles and responsibilities.

For the 90% who work up to 10 hours over their contracted hours, that's a staggering 20% of a full-time employee's working week added to their existing hours. And more than a third (36%), said they aren't paid for this additional work.

Only 28% are financially compensated for the time they work in addition to their contracted hours, while 20% hope that it's reflected in their performance bonuses.



Lower salary expectations?

Nearly half of workers are unhappy with their salaries, according to our findings, with only 54% saying they are 'somewhat happy' or 'very happy' with how much they are paid. As we see the cost-of-living crisis continuing to bite, 60% of unhappy workers say their dissatisfaction is because this isn't reflected in salaries, and they're undoubtedly feeling the pinch.

Outside of external economic pressures, other reasons workers are unhappy with their salary include recognising that their chosen sector isn't well paid (38%) and that they do far more than outlined in their job description (37%).

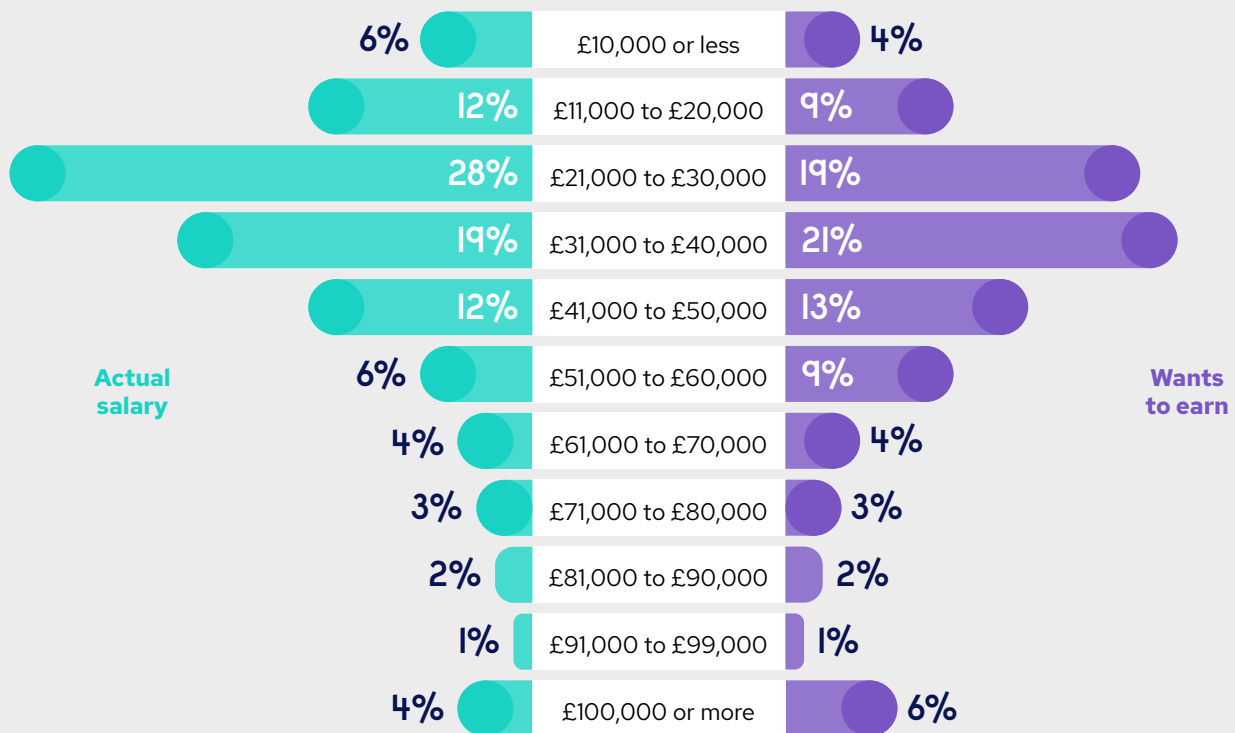
Currently, over half (56%) of workers are happy with the pay they receive, a slight incline from the results of last year's survey (54%). Although, that does leave around one-in-four (26%) professionals feeling unhappy with their current salary, a two per cent increase on last year's dissatisfied workers.

The disparity between the average wage and the salary people would be comfortable with remains quite large. The average salary in last year's salary guide survey was reportedly £35,264, while the average salary respondents said they'd be happy with was £48,541 - a 37.6% salary increase. In 2025, the average reported salary has increased by 10% to £38,921, while the target salary for workers is lower, at £45,785 - a 17% desired increase in salary.

This year's lower target salary could be a result of workers recognising the challenging job market and cost-of-living crisis and tempering their expectations. Previously, higher salaries may have been desired, whereas going into 2025, workers have slightly more realistic expectations of salary increases.



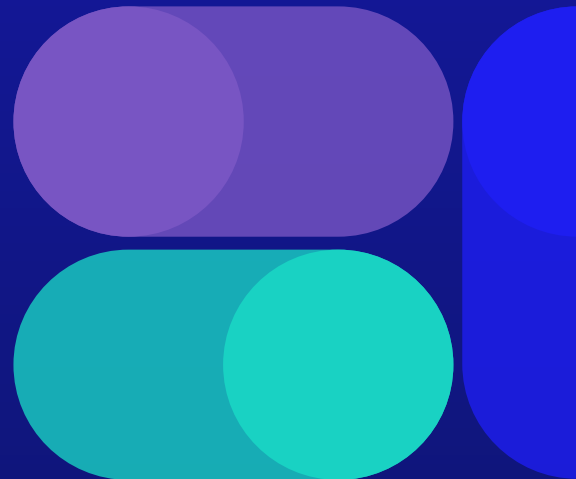
Current salary vs desired salary



However, as expected, continued increases in inflation and bills have put many under mounting financial pressures. More than half (60%) of those who aren't satisfied with their salary shared that this is because it hasn't risen with the cost of living, nearly a third (31%) say it's not enough for them to live the lifestyle they want, and 36% feel they're unable to save enough money to meet their financial goals. Worryingly, one-fifth (20%) say they feel unable to meet their financial obligations, such as their mortgage and bills, on their current salary.

Why workers are unhappy with their salaries





An ever-present gender pay gap

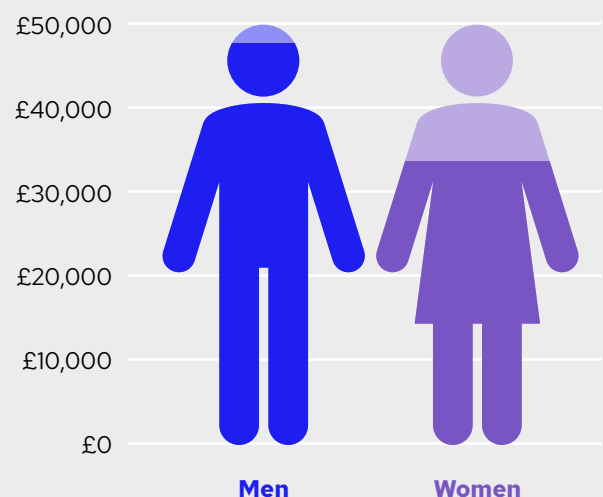
Nearly a fifth (19%) of those surveyed stated they were earning higher tax band salaries of more than £50,000, but we're still seeing a significant gender gap in salaries, with 30% of male respondents reporting a salary of £50,000 and above, while only 11% of female respondents report a similar salary.

According to the survey, women earn, on average, £32,700, while their male counterparts earn £47,000, a gender pay gap of 43%.

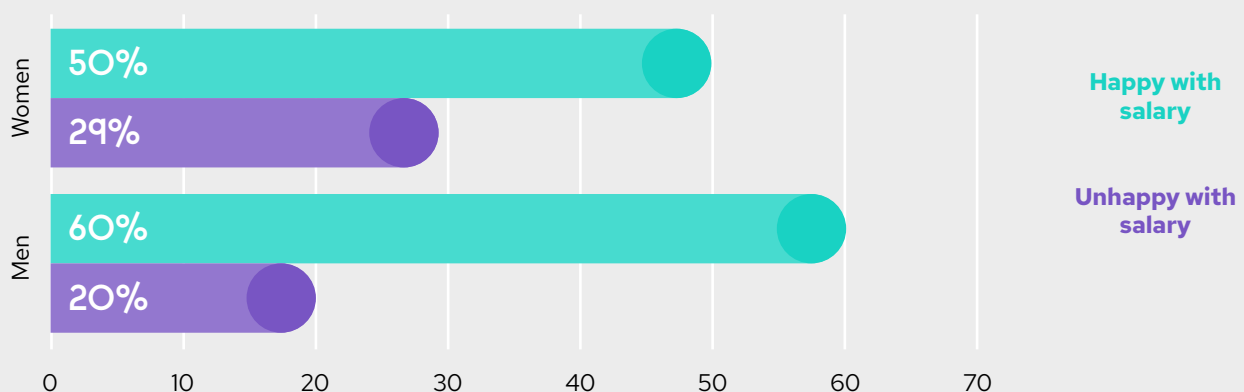
Unsurprisingly, when it comes to dissatisfaction with their salaries, 29% of women are 'somewhat unhappy' or 'very unhappy', compared to just 20% of men. Similarly, 60% of men in the survey say they are 'happy' or 'very happy' with their salaries, compared to just 50% of women.

In recent years, there's been more focus on the gender pay gap, but these results show that very little progress has been made to close it, leaving women feeling dissatisfied with their salaries and, likely, their roles. When asked how satisfied they were in their roles, 14% of women reported to be 'unhappy' or 'very unhappy', compared to just 10% of men. When asked how valued they felt, only 70% of women reported feeling valued, compared to 79% of their male peers.

Average salary - men vs women



How happy/unhappy are men vs women with current salary?



Benefits as a form of appreciation

With salary pressures on both workers and organisations, benefits remain a differentiator when it comes to employee rewards. The company benefits offered marry up almost exactly with the benefits employees make use of, with onsite parking, hybrid working, Christmas shutdown and free refreshments ranking as the top received and used benefits. Ranked fifth for offered and utilised benefits is annual salary increments, with 21% of workers receiving this.

Salary increases remain the most significant action to make workers feel more valued, with 59% of respondents ranking it at the top. However, 31% said that additional benefits would make them feel valued by their employers, with 30% wanting recognition for their achievements, 22% wanting more thanks from leadership, 22% wanting more flexible hours, and 19% wanting clearer career progression.

In fact, more than a quarter (26%) of workers say they don't feel valued by their employer, demonstrating room for improvement when it comes to employee relations that won't necessarily require additional budget from employers.

Only 12% say they are unhappy in their job, suggesting employers have a largely engaged workforce looking for additional recognition. There's an opportunity here for employers who invest time into their employees to retain and attract the top talent in their field.

We're seeing potentially unexplored opportunities for organisations to increase staff satisfaction and contentment within their roles that doesn't relate to a transactional salary increase. In challenging financial times, utilising benefits and strengthening workplace relationships may offer both staff and employers the opportunity to thrive.

Changes for 2025

This year's survey gives us an up-to-date, accurate snapshot of the UK's workforce, their roles and how they feel about their jobs. However, there are two significant findings from the survey that need to be addressed by employers.

The first is the worrying trend of employees regularly working over their contracted hours, often for no additional pay or reward. With the increased cost of living and many employees struggling financially, the requirement - whether explicit or implied, that employees need to work additional hours without being paid, could prove tricky on both sides. Organisations that routinely expect additional hours from employees can develop a negative reputation or find themselves losing talent at an alarming rate if competitors offer more reasonable working contracts.

Similarly, staff getting into the habit of working additional hours for no extra pay can find themselves more burnt-out or mentally exhausted. This also potentially undermines their requests for salary increases, when their employers see them fulfilling additional hours already - at no cost.

The second significant finding is the gender pay gap that shows no sign of closing. The pay gap of 43% between genders is alarming, with women routinely paid less, leading to increased job dissatisfaction and reportedly feeling less valued than their male counterparts.

To forge any kind of shift change, organisations need to make considered and conscious efforts to pay their staff a fairer, more equal, wage to close the gender pay gap for current workers and for the workforce of the future.





Your specialist recruitment partner

We've pioneered specialist
recruitment since 1960.

Each year we help tens of thousands of
businesses find the talent they need to flourish.



Access to **over 390,000** temporary
workers across the UK



Local market knowledge, with recruiters
in **100 locations** across the UK



Candidate database of over
22 million CVs



24/7, UK-based, fast, efficient
pre-employment screening



Recruitment experts **covering 20 sectors**



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

Let our experts help you...
Visit [Reed.com](https://www.reed.com) to get in touch.





Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£31,400	£34,600 ↗	£37,800	£32,900	£33,000	£36,300
CNC Setter/Operator	£27,900	£30,600 ↗	£33,200	£29,300	£28,800	£32,100
Design Manager	£54,400	£61,900 ↗	£69,300	£60,700	£53,300	£65,000
Electrical/Electronics Design Engineer	£46,700	£52,700 ↗	£58,700	£50,400	£52,300	£55,300
Electronics Engineer	£41,100	£46,300 ↗	£51,400	£45,900	£48,000	£48,600
Engineering Manager	£49,100	£55,000 ↗	£60,800	£54,500	£52,800	£57,700
Engineering/Technical Director	£63,800	£91,400 ↗	£119,400	£80,300	£91,500	£96,000
Field Service Engineer	£35,400	£39,500 ↗	£43,700	£36,100	£34,700	£41,500
Maintenance Manager	£41,500	£46,700 ↗	£51,800	£44,200	£44,500	£49,000
Maintenance Technician	£33,900	£37,700 ↗	£41,500	£35,700	£32,800	£39,600
Manufacturing Engineer	£41,000	£44,600 ↗	£48,300	£44,400	£40,300	£46,800

↗ **4.6%** increase in Electrical/Electronics Design Engineer average salaries this year.

↗ **9.4%** increase in Field Service Engineer average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Mechanical Design Engineer	£40,200	£47,500 ↗	£54,800	£45,900	£46,500	£49,900
Process Engineer	£41,500	£46,500 ↗	£51,500	£46,300	£43,800	£48,800
Production Engineer	£37,000	£41,300 ↘	£45,600	£42,700	£37,700	£43,300
Production Manager	£39,100	£42,500 ↘	£45,900	£43,800	£42,000	£44,600
Programme Manager	£71,600	£81,100 ↗	£90,700	£80,000	£84,100	£85,100
Project Manager	£52,700	£57,900 ↗	£63,000	£56,000	£53,400	£60,800
Quality Engineer	£37,300	£43,100 ↗	£48,800	£39,300	£40,100	£45,300
Quality Inspector	£28,600	£31,200 ↗	£33,700	£28,800	£28,800	£32,800
Quality Manager	£40,600	£47,100 ↗	£53,700	£46,500	£48,700	£49,400
Systems Engineer	£54,300	£61,800 ↗	£69,200	£60,500	£65,100	£64,800

↘ **3.3%** decrease in Production Engineer average salaries this year.

↗ **9.7%** increase in Quality Engineer average salaries this year.



3.6%

salary growth
versus 3.3% UK
average growth

Roles on the rise

Design Manager



Maintenance Technician



Project Manager



Average salary in region vs UK inflation rate (RPI)



Regional insight

Melanie Marjoram

Regional Director, Reed

"The engineering and manufacturing job market remains robust, with continued demand for skilled professionals across a variety of roles in East Anglia. The push towards innovation, sustainability, and automation has shaped hiring trends, particularly in areas like robotics, advanced manufacturing, and renewable energy. Companies are also placing a high value on multidisciplinary skills, with a notable emphasis on data analysis, programming, and problem-solving in addition to core engineering expertise. However, this increased demand has led to skills shortages in some areas, particularly for roles requiring specialised technical knowledge or certifications.

For jobseekers, now is the time to focus on upskilling and broadening expertise to align with industry trends. Professionals proficient in emerging technologies, such as automation and AI, will find themselves in high demand. Certifications in industry standards, such as Six Sigma, and familiarity with CAD software or advanced machinery, can significantly boost employability. Additionally, showcasing soft skills, including adaptability and teamwork, is increasingly important as employers look for professionals who can thrive in collaborative environments.

Employers are facing challenges in attracting and retaining talent amid heightened competition in the region. Offering competitive salaries is essential, but businesses must also focus on crafting compelling benefits packages that go beyond monetary compensation. Flexible working arrangements, professional development opportunities, and clear career progression paths are increasingly valued by engineering and manufacturing professionals. Employers can also benefit from speeding up their recruitment processes, as delays can result in losing top talent to competitors.

For current employees, the key to navigating this evolving landscape is continuous development. Many organisations are investing in training programmes to address skills gaps, and employees should take full advantage of these opportunities. Staying updated on technological advancements and industry best practices can position individuals for long-term success in a sector that remains at the forefront of economic growth and innovation. //

East Midlands



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£29,900	£32,500 ↗	£35,100	£31,300	£29,500	£34,100
CNC Setter/Operator	£26,600	£28,700 ↗	£30,900	£27,900	£25,700	£30,100
Design Manager	£50,100	£55,900 ↗	£61,600	£52,600	£51,400	£58,700
Electrical/Electronics Design Engineer	£40,300	£46,500 ↗	£52,700	£45,000	£42,300	£48,800
Electronics Engineer	£39,300	£43,400 ↗	£47,600	£41,800	£40,800	£45,600
Engineering Manager	£47,100	£52,700 ↘	£58,300	£53,000	£52,500	£55,300
Engineering/Technical Director	£60,900	£85,900 ↗	£111,000	£76,300	£81,700	£90,200
Field Service Engineer	£34,700	£38,300 ↗	£42,000	£36,100	£34,000	£40,200
Maintenance Manager	£46,100	£49,700 ↗	£53,300	£46,100	£46,500	£52,200
Maintenance Technician	£31,700	£38,000 ↗	£44,200	£33,900	£31,400	£39,900
Manufacturing Engineer	£40,800	£44,600 ↗	£48,500	£42,800	£39,900	£46,800

↗ **6.3%** increase in Design Manager average salaries this year.

↗ **12.6%** increase in Engineering/Technical Director average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Mechanical Design Engineer	£39,000	£43,600 ↗	£48,300	£42,500	£40,500	£45,800
Process Engineer	£40,800	£44,300 ↗	£47,800	£42,400	£40,400	£46,500
Production Engineer	£36,800	£39,900 ↗	£42,900	£39,400	£35,300	£41,900
Production Manager	£38,000	£45,400 ↗	£52,800	£45,300	£41,900	£47,700
Programme Manager	£68,300	£76,300 ↗	£84,300	£76,100	£75,100	£80,100
Project Manager	£47,900	£53,400 ↗	£58,900	£52,800	£53,400	£56,000
Quality Engineer	£35,900	£38,500 ↘	£41,200	£38,800	£36,400	£40,400
Quality Inspector	£31,000	£33,600 ↗	£36,100	£30,700	£27,600	£35,300
Quality Manager	£42,500	£47,100 ↘	£51,700	£47,800	£42,800	£49,400
Systems Engineer	£51,800	£58,100 ↗	£64,400	£57,500	£58,200	£61,000

↗ **4.5%** increase in Process Engineer average salaries this year.

↘ **1.5%** decrease in Quality Manager average salaries this year.



3.6%

salary growth
versus 3.3% UK
average growth

Roles on the rise

Manufacturing Engineer

2023	£39,990
2024	£42,800
2025	£44,600

Process Engineer

2023	£40,400
2024	£42,400
2025	£44,300

Quality Inspector

2023	£27,600
2024	£30,700
2025	£33,600

Average salary in region vs UK inflation rate (RPI)



Regional insight

Chris Willsher

Senior Regional Director, Reed

Traditional engineering and manufacturing roles, such as welders and fabricators, remain in high demand in the East Midlands, but the talent pool continues to shrink due to a declining number of entrants into these trades. On the other hand, positions like design engineers and senior operational roles, such as production managers and directors, have seen increased activity, driven by businesses investing in growth and scaling their operations. However, a noticeable gap exists between entry-level professionals and highly-experienced professionals, leaving mid-level roles particularly hard to fill.

For jobseekers, this presents a unique opportunity to capitalise on the skills shortage by investing in upskilling. Professionals with expertise in project management, hybrid working capabilities, and emerging technologies like CAD software and automation tools are especially sought after. Highlighting adaptability and a willingness to learn during recruitment processes can set engineering and manufacturing professionals apart in a competitive landscape.

Employers face challenges in attracting and retaining talent due to intensified competition and rising salary expectations. While larger companies may offer comprehensive benefits packages, smaller businesses must focus on creative solutions to appeal to potential hires. Employers are encouraged to adopt a flexible approach, recognising that candidates may not meet 100% of role requirements but can often be trained to fill gaps. Additionally, streamlined recruitment processes and strong employee value propositions, including development opportunities, flexible working arrangements, and supportive workplace cultures, are key to securing top talent.

As technology advances, traditional manual roles may evolve into niche, artisan crafts with higher earning potential, while automated systems increasingly handle routine tasks. The next six-to-12 months will require both employers and professionals in the East Midlands to embrace flexibility, training, and innovation to thrive. //

London



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£41,300	£47,400 ↗	£53,300	£46,000	£46,000	£49,700
CNC Setter/Operator	£36,700	£41,900 ↗	£46,900	£40,900	£40,100	£44,000
Design Manager	£61,200	£69,000 ↘	£76,900	£70,800	£75,600	£72,400
Electrical/Electronics Design Engineer	£50,800	£56,900 ↗	£62,900	£55,500	£58,700	£59,700
Electronics Engineer	£43,100	£51,200 ↗	£59,300	£45,500	£44,900	£53,800
Engineering Manager	£52,700	£63,400 ↘	£74,100	£67,400	£75,300	£66,400
Engineering/Technical Director	£66,800	£100,400 ↘	£134,100	£102,200	£99,500	£105,300
Field Service Engineer	£36,200	£39,000 ↗	£41,900	£38,100	£36,300	£40,900
Maintenance Manager	£44,100	£48,900 ↘	£53,600	£49,500	£43,600	£51,300
Maintenance Technician	£34,900	£36,600 ↗	£38,400	£34,600	£32,800	£38,400
Manufacturing Engineer	£51,000	£58,900 ↗	£66,700	£57,500	£57,800	£61,800



12.5% increase in Electronics Engineer average salaries this year.



5.9% decrease in Engineering Manager average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Mechanical Design Engineer	£46,400	£53,400 ↗	£60,400	£49,400	£53,800	£56,000
Process Engineer	£54,600	£63,700 ↘	£72,700	£64,600	£61,100	£66,800
Production Engineer	£47,000	£54,400 ↗	£61,600	£54,000	£55,500	£57,100
Production Manager	£44,300	£57,700 ↘	£71,100	£59,100	£73,400	£60,500
Programme Manager	£104,300	£114,800 ↘	£125,300	£117,100	£111,100	£120,500
Project Manager	£59,200	£69,400 ↗	£79,700	£67,800	£71,500	£72,800
Quality Engineer	£38,100	£53,700 ↘	£69,400	£59,100	£66,000	£56,300
Quality Inspector	£37,700	£42,700 ↗	£47,600	£40,100	£40,200	£44,800
Quality Manager	£41,400	£53,700 ↘	£66,100	£60,800	£63,300	£56,300
Systems Engineer	£63,100	£75,900 ↗	£88,700	£63,100	£54,000	£79,900



8.1% increase in Mechanical Design Engineer average salaries this year.



6.5% increase in Quality Inspector average salaries this year.



0.8%

salary growth
versus 3.3% UK
average growth

Roles on the rise

CNC Setter/Operator

2023 £40,100

2024 £40,900

2025 £41,900

Electronics Engineer

2023 £44,900

2024 £45,500

2025 £51,200

Maintenance Technician

2023 £32,800

2024 £34,600

2025 £36,600

Average salary in region vs UK inflation rate (RPI)



Regional insight

Alexandra Martin

Senior Regional Director, Reed

"The job market in London continues to witness employers navigating a complex landscape to secure the talent they need. Key roles such as multi-skilled maintenance engineers, CMM quality inspectors, and specialists in refrigerated container systems are in high demand, yet the talent pool remains tight. A persistent skills gap is evident, particularly among professionals aged 25 to 50. This stems from an ageing workforce and the decline in traditional apprenticeship routes, leaving many university-trained engineers without the practical experience required for hands-on roles.

The demand for quality roles has shown a cyclical pattern, with periods of intense hiring followed by quieter times. Despite some influx of international talent, often linked to partners of NHS or care sector workers, challenges remain as overseas qualifications and standards may not immediately align with UK requirements. Employers have had to invest in upskilling and certification to bridge these gaps - and this will continue.

Economic and regulatory changes have had a limited direct impact on recruitment, but the competitive market has forced companies to adapt their strategies. While salaries for key roles like multi-skilled engineers remain relatively consistent across the sector, some high-profile employers have driven up wages, creating pressure for others to compete. For businesses unable to match these financial increases, flexibility in working arrangements has become a critical tool for attracting talent. While remote work is largely unfeasible in manufacturing, flexible hours tailored to employees' needs, such as accommodating school runs, have been widely adopted.

Retention strategies are also evolving, with many companies focusing on fostering positive work environments and offering creative benefits beyond pay. From flexible scheduling to unique perks like financial support for personal needs, these initiatives are helping employers maintain stable teams. Looking ahead, the labour market is expected to remain challenging, with uneven growth across sectors and a continued emphasis on developing and retaining the next generation of skilled professionals. "

North East



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£31,600	£33,800 ↗	£35,900	£30,700	£29,700	£35,500
CNC Setter/Operator	£28,100	£29,800 ↗	£31,600	£27,300	£25,900	£31,300
Design Manager	£51,700	£56,800 ↗	£62,000	£54,800	£56,100	£59,600
Electrical/Electronics Design Engineer	£42,200	£46,600 ↗	£51,100	£44,500	£43,700	£48,900
Electronics Engineer	£42,000	£46,600 ↗	£51,200	£43,100	£42,600	£48,900
Engineering Manager	£51,200	£56,600 ↗	£61,900	£49,900	£53,100	£59,400
Engineering/Technical Director	£64,300	£89,200 ↗	£113,500	£74,800	£82,400	£93,700
Field Service Engineer	£35,100	£37,800 ↗	£40,500	£34,100	£33,200	£39,700
Maintenance Manager	£44,800	£50,400 ↗	£56,000	£45,200	£47,000	£52,900
Maintenance Technician	£39,200	£41,200 ↗	£43,200	£40,100	£36,400	£43,300
Manufacturing Engineer	£45,100	£47,600 ↗	£50,200	£41,800	£42,400	£50,000

↗ **10.1%** increase in CNC Programmer average salaries this year.

↗ **3.6%** increase in Design Manager average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Mechanical Design Engineer	£41,400	£45,800 ↗	£50,200	£43,600	£42,400	£48,100
Process Engineer	£41,800	£45,400 ↗	£49,000	£43,100	£39,500	£47,700
Production Engineer	£37,500	£41,700 ↘	£45,900	£45,300	£41,500	£43,700
Production Manager	£39,500	£43,400 ↗	£47,300	£39,800	£40,600	£45,600
Programme Manager	£72,200	£79,200 ↗	£86,200	£74,600	£75,700	£83,100
Project Manager	£52,400	£57,000 ↗	£61,600	£54,600	£52,800	£59,800
Quality Engineer	£43,900	£47,000 ↗	£50,200	£40,600	£42,200	£49,400
Quality Inspector	£28,900	£30,400 ↗	£32,100	£26,800	£26,000	£31,900
Quality Manager	£42,700	£45,900 ↗	£49,300	£44,400	£43,200	£48,200
Systems Engineer	£54,800	£60,300 ↗	£65,800	£56,400	£58,700	£63,300

↘ **7.9%** decrease in Production Engineer average salaries this year.

↗ **6.9%** increase in Systems Engineer average salaries this year.



7.5%

salary growth
versus 3.3% UK
average growth

Roles on the rise

Process Engineer

2023	£39,500
2024	£43,100
2025	£45,400

Project Manager

2023	£52,800
2024	£54,600
2025	£57,000

Quality Inspector

2023	£26,000
2024	£26,800
2025	£30,400

Average salary in region vs UK inflation rate (RPI)



Regional insight

Charlotte Rickwood

Senior Regional Manager, Reed

“ Current trends we’re seeing across the North East reflect a significant demand for roles in quality assurance, health and safety, and sales engineering. Project-based work also maintains steady recruitment activity across industries like construction and manufacturing. However, challenges such as tight salary constraints and an unwillingness among employers to train employees for specialised roles continue to impact hiring dynamics.

One key observation is the region’s skills gap in areas like electronic engineering and consultancy, which complicates recruitment for niche industries, such as offshore wind. Despite transferable skill sets being available, employers are seeking professionals with highly-specific sector experience, which narrows the talent pool and lengthens the hiring process. Moreover, employees are cautious about switching jobs due to economic uncertainty, further reducing mobility in the market.

Regional employers have also begun limiting remote work options, unlike trends in London, where flexible and hybrid roles are emphasised to attract talent. This shift is less favourable for engineers and manufacturing professionals, particularly for roles suited to hybrid arrangements. While job security remains the top priority for most employees, tension between candidate preferences and employer expectations creates friction.

The North East’s engineering future is poised to benefit from investment initiatives, particularly in electric vehicle (EV) manufacturing. The region hosts a major automotive hub supported by a network of suppliers and battery manufacturers, contributing to the growing prominence of EV-related roles. This reflects a broader focus on emerging technologies like battery innovation and sustainable engineering.

The North East’s engineering sector has steady demand, addressing skills shortages and aligning employer expectations with professionals’ priorities will be essential for fostering growth and innovation in the region. The promise of governmental investment could act as a catalyst, shaping the labour market in the year ahead and beyond. ”

North West



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£34,100	£36,700 ↗	£39,400	£35,100	£32,800	£38,500
CNC Setter/Operator	£30,300	£32,500 ↗	£34,600	£31,300	£28,600	£34,100
Design Manager	£51,800	£57,300 ↘	£62,800	£59,900	£58,000	£60,100
Electrical/Electronics Design Engineer	£43,300	£49,300 ↘	£55,300	£50,800	£43,400	£51,800
Electronics Engineer	£41,100	£45,100 ↗	£49,100	£43,900	£42,600	£47,300
Engineering Manager	£52,300	£57,500 ↗	£62,800	£55,900	£56,500	£60,300
Engineering/Technical Director	£51,900	£81,000 ↗	£110,000	£79,300	£84,800	£85,000
Field Service Engineer	£34,200	£37,600 ↗	£41,100	£36,100	£33,900	£39,500
Maintenance Manager	£45,600	£51,000 ↗	£56,500	£47,100	£46,800	£53,600
Maintenance Technician	£36,000	£37,400 ↗	£38,800	£36,900	£33,500	£39,300
Manufacturing Engineer	£43,900	£48,300 ↗	£52,800	£47,100	£43,600	£50,700

↘ **3%** decrease in Electrical/Electronics Design Engineer average salaries this year.

↗ **2.9%** increase in Engineering Manager average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Mechanical Design Engineer	£42,600	£47,600 ↗	£52,600	£45,000	£41,900	£50,000
Process Engineer	£50,000	£55,200 ↗	£60,500	£53,900	£48,700	£58,000
Production Engineer	£46,500	£50,200 ↗	£54,000	£42,300	£42,200	£52,800
Production Manager	£40,400	£43,600 ↘	£46,800	£43,900	£44,900	£45,700
Programme Manager	£77,800	£86,200 ↗	£94,600	£85,300	£83,600	£90,500
Project Manager	£53,700	£58,800 ↗	£64,000	£58,200	£56,900	£61,700
Quality Engineer	£40,200	£43,700 ↗	£47,300	£38,800	£42,400	£45,900
Quality Inspector	£31,100	£33,100 ↗	£35,200	£30,600	£28,700	£34,800
Quality Manager	£46,100	£49,600 ↗	£53,100	£48,500	£47,400	£52,100
Systems Engineer	£59,100	£65,600 ↗	£72,200	£64,400	£64,800	£68,800

↗ **12.6%** increase in Quality Engineer average salaries this year.

↗ **2.3%** increase in Quality Manager average salaries this year.



3%

salary growth
versus 3.3% UK
average growth

Roles on the rise

CNC Programmer

2023	£32,800
2024	£35,100
2025	£36,700

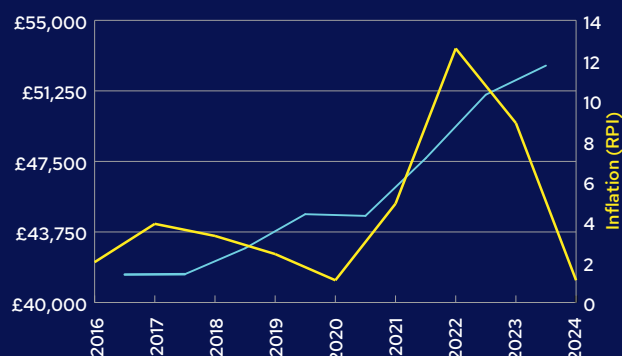
Field Service Engineer

2023	£33,900
2024	£36,100
2025	£37,600

Mechanical Design Engineer

2023	£41,900
2024	£45,000
2025	£47,600

Average salary in region vs UK inflation rate (RPI)



Regional insight

Douglas Turkington

Regional Director, Reed

"Companies looking to recruit in the engineering and manufacturing sectors in the North West face significant challenges, driven by high demand, skill gaps, and evolving workplace expectations. A defining issue is the acute shortage of mid-level candidates - those with sufficient experience but not yet at a senior level. Employers often find they either encounter highly-experienced professionals nearing retirement or entry-level candidates lacking essential experience. To bridge this gap, businesses need to invest in upskilling junior employees by pairing them with experienced mentors, emphasising the importance of hiring for soft skills and personality, with technical skills being more readily trainable.

In terms of candidate priorities, salary remains a critical factor, especially for highly-technical roles. Flexibility is also gaining traction, with many companies offering four-day workweeks, Friday afternoons off, or compressed working hours as a way to attract talent. Companies that don't offer competitive pay or flexibility often struggle to attract top candidates, particularly in the competitive environment of the North West, where major engineering and manufacturing hubs span from Trafford Park in Manchester to areas like Blackburn and Preston. While travel tolerance varies, professionals in these regions show an increasing preference for roles closer to home or with attractive benefits.

Technological advances, particularly in AI and automated systems, are transforming the industry under the Industry 4.0 trend. New technologies aim to enhance productivity and minimise waste, driving demand for roles in health and safety, quality control, and data management. Meanwhile, retention has become a priority, with companies actively countering offers to retain valued employees amid economic uncertainty.

In the coming year, budgetary pressures and increased wage costs may further constrain recruitment budgets, making strategic, relationship-driven recruitment essential."

Northern Ireland



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£28,500	£30,900 ↗	£33,300	£26,600	£26,800	£32,500
CNC Setter/Operator	£25,300	£27,300 ↗	£29,300	£23,700	£23,400	£28,700
Design Manager	£46,600	£52,000 ↗	£57,500	£47,500	£50,600	£54,600
Electrical/Electronics Design Engineer	£38,000	£42,700 ↗	£47,400	£38,500	£39,400	£44,800
Electronics Engineer	£35,400	£39,400 ↗	£43,400	£34,400	£35,500	£41,400
Engineering Manager	£43,900	£49,200 ↗	£54,500	£43,300	£45,800	£51,700
Engineering/Technical Director	£57,900	£81,600 ↗	£105,200	£64,800	£74,400	£85,800
Field Service Engineer	£29,400	£32,200 ↗	£35,000	£27,600	£27,600	£33,800
Maintenance Manager	£37,700	£41,700 ↗	£45,700	£36,700	£36,200	£43,800
Maintenance Technician	£30,100	£32,200 ↗	£34,400	£27,800	£27,200	£33,800
Manufacturing Engineer	£35,100	£38,400 ↗	£41,700	£33,300	£33,700	£40,300

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

↗ **15.3%** increase in Manufacturing Engineer average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Mechanical Design Engineer	£36,100	£40,400 ↗	£44,700	£34,900	£36,000	£42,400
Process Engineer	£37,600	£41,500 ↗	£45,400	£37,400	£35,600	£43,600
Production Engineer	£32,400	£35,400 ↗	£38,500	£31,200	£32,400	£37,200
Production Manager	£35,500	£39,700 ↗	£43,900	£34,500	£36,600	£41,700
Programme Manager	£65,000	£72,500 ↗	£80,000	£64,600	£68,300	£76,100
Project Manager	£45,800	£51,100 ↗	£56,400	£45,400	£48,100	£53,700
Quality Engineer	£32,500	£35,500 ↗	£38,500	£30,600	£32,100	£37,300
Quality Inspector	£26,000	£27,900 ↗	£29,700	£23,200	£23,400	£29,300
Quality Manager	£38,400	£42,000 ↗	£45,700	£38,500	£39,000	£44,100
Systems Engineer	£49,300	£55,200 ↗	£61,100	£48,800	£52,900	£58,000

↗ **15.1%** increase in Production Manager average salaries this year.

↗ **12.6%** increase in Project Manager average salaries this year.



12.7%

salary growth
versus 3.3% UK
average growth

Roles on the rise

Maintenance Manager

2023	£36,200
2024	£36,700
2025	£41,700

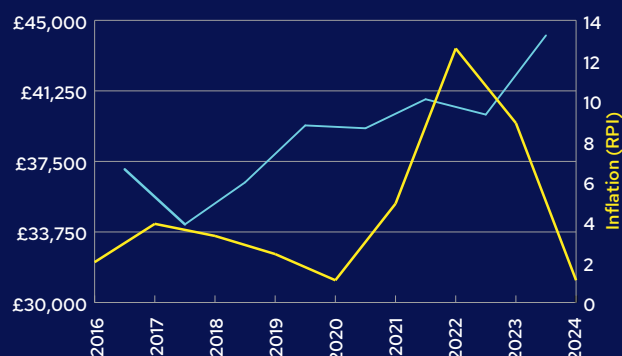
Maintenance Technician

2023	£27,200
2024	£27,800
2025	£32,200

Process Engineer

2023	£35,600
2024	£37,400
2025	£41,500

Average salary in region vs UK inflation rate (RPI)



Regional insight

Paula Gallagher

Regional Director, Reed

“ Engineering and manufacturing in Northern Ireland have long been pillars of the economy, and in 2025, this looks set to continue. They’ve weathered significant transformations in recent years, driven by advances in technology, shifts in global supply chains, and the growing emphasis on sustainability. While the future looks promising, there’s no doubt that companies and workers alike will need to adapt to keep pace with the changes.

According to MEGA (Manufacturing & Engineering Growth & Advancement) the sector employs over 46,000 people and is worth approximately £3.2 billion to the local economy, accounting for around eight per cent of our economic output. For me, one of the most striking trends is how fast evolving this labour market is. There’s a clear demand for skilled engineers, technicians, and manufacturing specialists, but finding the right talent remains a challenge when not using a recruiter. The skills gap is a recurring issue, and while Northern Ireland has a solid educational foundation, there’s still a need for more targeted training to align with industry demands. Roles in automation, robotics, and green manufacturing are particularly sought after, reflecting how much these sectors are changing. Traditional manufacturing jobs are not disappearing, but they’re being redefined, requiring a blend of hands-on skills and technological expertise.

The push towards sustainability is another major factor shaping the future of engineering and manufacturing here. With global and local policies increasingly focused on reducing carbon emissions, businesses are investing in cleaner technologies and more efficient processes. This shift isn’t just about compliance, it’s becoming a competitive advantage. Companies that can innovate in areas like renewable energy components, low-carbon production methods, and circular economies are well-positioned to lead in the years ahead.

At the same time, the economic backdrop is complex. Global supply chain disruptions have forced companies to rethink how and where they produce goods, and Northern Ireland is uniquely placed to benefit from this reassessment. Our proximity to both the UK and EU markets makes the region an attractive option for manufacturers looking for stability and strategic access. However, that opportunity depends on addressing challenges like rising costs and geopolitical uncertainty.

I’m optimistic about where engineering and manufacturing in Northern Ireland are headed this year. The sectors are evolving, and while change can be daunting, it also brings new opportunities for innovation and growth. With the right investments in people and technology, these industries can continue to thrive and play a central role in our economy. ”

Is your pay and benefits package **winning** **top talent?**

Let our experts guide you to get pay right.

With access to data from millions of jobs and market-leading talent analytics tools, our talent advisory team can help you benchmark real-time salary and benefit expectations, no matter the role or sector.

Our salary benchmarking services include:

-  Bespoke salary benchmarking reports
-  Salary and benefits analysis
-  Discovery into your reward
-  Tailored recommendations to support your reward strategy
-  Implementing change across your reward structure



**Craft competitive
packages to secure
top talent with our help.**

Scotland



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£32,200	£34,800 ↗	£37,400	£32,800	£30,900	£36,500
CNC Setter/Operator	£28,600	£30,700 ↗	£32,900	£29,200	£27,000	£32,200
Design Manager	£52,600	£58,500 →	£64,500	£58,500	£58,300	£61,400
Electrical/Electronics Design Engineer	£44,500	£50,000 ↗	£55,600	£47,700	£47,800	£52,500
Electronics Engineer	£41,300	£45,000 ↗	£48,800	£44,100	£39,900	£47,200
Engineering Manager	£52,400	£58,700 ↗	£65,000	£52,500	£54,900	£61,600
Engineering/Technical Director	£65,400	£91,900 ↗	£118,200	£79,900	£85,700	£96,500
Field Service Engineer	£33,300	£38,000 ↗	£42,600	£34,300	£34,200	£39,900
Maintenance Manager	£42,500	£46,900 ↗	£51,300	£44,000	£41,700	£49,200
Maintenance Technician	£32,100	£35,900 ↗	£39,600	£31,800	£29,000	£37,700
Manufacturing Engineer	£39,700	£43,200 ↗	£46,800	£41,000	£38,800	£45,400

↗ **4.8%** increase in Electrical/Electronics Design Engineer average salaries this year.

↗ **10.8%** increase in Field Service Engineer average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Mechanical Design Engineer	£41,400	£45,700 ↗	£50,000	£44,900	£42,900	£48,000
Process Engineer	£42,500	£46,800 ↗	£51,000	£46,100	£41,000	£49,100
Production Engineer	£36,500	£39,900 ↗	£43,300	£38,500	£37,300	£41,900
Production Manager	£40,800	£44,200 ↗	£47,600	£39,700	£40,600	£46,400
Programme Manager	£73,300	£81,600 ↗	£89,800	£79,700	£78,700	£85,600
Project Manager	£53,900	£60,400 ↗	£66,900	£56,200	£52,100	£63,400
Quality Engineer	£34,700	£39,000 ↘	£43,200	£43,900	£38,200	£40,900
Quality Inspector	£29,300	£31,400 ↗	£33,400	£28,600	£27,000	£33,000
Quality Manager	£47,800	£54,800 ↗	£61,700	£52,000	£47,300	£57,600
Systems Engineer	£55,700	£62,100 ↗	£68,600	£60,200	£61,000	£65,200

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

↘ **11.2%** decrease in Quality Engineer average salaries this year.



5.3%

salary growth
versus 3.3% UK
average growth

Roles on the rise

CNC Programmer

2023	£30,900
2024	£32,800
2025	£34,800

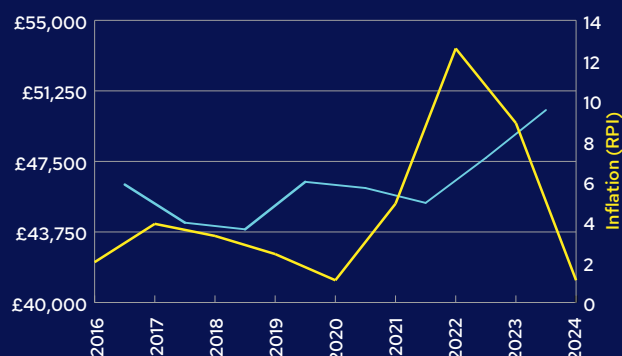
Electronics Engineer

2023	£39,900
2024	£44,100
2025	£45,000

Manufacturing Engineer

2023	£38,800
2024	£41,000
2025	£43,200

Average salary in region vs UK inflation rate (RPI)



Regional insight

Gillian Dolan

Regional Director, Reed

“ Our engineering and manufacturing sector in Scotland, particularly in oil and gas, is facing a complex crossroads. Right now, it’s a candidate-short market, and the demand for highly-skilled technicians – especially those with expertise in maintenance, repair, and inspection, is through the roof. Yet, many companies are rigid about the specific experience they want, often limiting their candidate pool to those with direct experience in oil and gas. It’s surprising, really, since Scotland has a wealth of skilled workers from related fields, like HGV mechanics or construction engineers, who could transition smoothly if employers were willing to be flexible.

There’s also a noticeable trend among professionals looking to move away from traditional hands-on roles. Many experienced technicians are eager to pivot into office-based roles within manufacturing or project management. They’ve spent years on the tools and are ready for a change, but companies can be hesitant to take them on without direct experience in these roles. It’s a missed opportunity, especially with so many skilled professionals looking to shift to positions where their technical expertise and industry knowledge could be invaluable in a new capacity.

The biggest shake-up looming over the sector is the uncertainty in oil and gas, particularly with government policies on drilling licenses. Aberdeen, traditionally the heart of Scotland’s oil industry, is particularly vulnerable. There’s real concern that if oil and gas investment continues to decline without a proper transition, the region could face economic challenges similar to those seen in the fishing industry decades ago. To avoid this, a gradual shift to renewables, with retraining for oil and gas professionals, is essential.

Renewables offer a path forward, and the skills from oil and gas – mechanical, electrical and hydraulic – align well with this sector. But renewables companies need to embrace cross-industry skills and offer transition support. Without a smoother transition, Aberdeen risks losing a huge chunk of its skilled workforce to other regions or even overseas. Scotland’s technical expertise is a real asset, and if handled right, the shift from oil to renewables could set a strong foundation for the next phase of the Scottish engineering landscape. ”

South East



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£34,200	£37,600 ↗	£41,000	£35,700	£34,400	£39,500
CNC Setter/Operator	£30,100	£32,800 ↗	£35,500	£32,300	£29,300	£34,400
Design Manager	£55,300	£61,100 ↘	£66,800	£62,400	£63,700	£64,100
Electrical/Electronics Design Engineer	£46,600	£52,400 ↘	£58,100	£53,300	£50,600	£55,000
Electronics Engineer	£42,200	£46,900 ↗	£51,600	£46,400	£44,500	£49,200
Engineering Manager	£53,100	£59,000 ↗	£64,900	£57,000	£53,700	£61,900
Engineering/Technical Director	£74,700	£97,200 ↗	£119,800	£87,800	£91,400	£102,100
Field Service Engineer	£34,500	£37,900 ↗	£41,400	£35,900	£34,600	£39,800
Maintenance Manager	£46,000	£51,200 ↗	£56,500	£46,700	£45,200	£53,800
Maintenance Technician	£34,600	£37,100 ↗	£39,600	£35,600	£33,200	£39,000
Manufacturing Engineer	£40,800	£45,000 ↗	£49,300	£43,000	£43,100	£47,200

↘ **2.1%** decrease in Design Manager average salaries this year.

↗ **9.6%** increase in Maintenance Manager average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Mechanical Design Engineer	£44,600	£50,000 ↗	£55,400	£47,100	£47,400	£52,500
Process Engineer	£41,800	£46,300 ↘	£50,900	£49,300	£44,300	£48,600
Production Engineer	£37,100	£40,700 ↗	£44,300	£39,800	£40,300	£42,700
Production Manager	£43,300	£47,500 ↗	£51,700	£45,200	£46,800	£49,900
Programme Manager	£71,300	£81,700 ↗	£92,000	£79,200	£82,500	£85,700
Project Manager	£53,800	£59,700 ↘	£65,500	£60,300	£59,000	£62,600
Quality Engineer	£38,800	£42,500 ↗	£46,100	£40,800	£39,900	£44,600
Quality Inspector	£30,200	£32,600 ↗	£34,900	£32,000	£31,100	£34,200
Quality Manager	£46,300	£51,000 -	£55,700	£51,000	£46,100	£53,500
Systems Engineer	£56,500	£64,000 ↗	£71,600	£60,400	£61,100	£67,200

↗ **5.1%** increase in Production Manager average salaries this year.

↗ **1.9%** increase in Quality Inspector average salaries this year.



3.1%

salary growth
versus 3.3% UK
average growth

Roles on the rise

CNC Setter/Operator

2023	£29,300
2024	£32,300
2025	£32,800

Engineering Manager

2023	£53,700
2024	£57,000
2025	£59,000

Maintenance Manager

2023	£45,200
2024	£46,700
2025	£51,200

Average salary in region vs UK inflation rate (RPI)



Regional insight

Grant Rigler

Regional Director, Reed

“ Engineering and manufacturing in the region boasts thriving industries and iconic businesses, particularly in Kent, where agriculture, food production, logistics, and consumer goods manufacturing dominate. Companies like Church and Dwight, Gist, Premier Foods and Grupo Bimbo – to name a few – are leaders in their fields, supported by a network of smaller enterprises. Yet, despite this activity, the sector is grappling with a chronic shortage of skilled candidates, particularly in roles that require niche expertise or multi-skilled engineering capabilities.

Recruitment for maintenance engineers remains the backbone of the market, especially those with experience in both mechanical and electrical disciplines. Businesses increasingly seek 24/7 operational coverage, requiring candidates to take on demanding shift patterns such as four-on-four-off or continental shifts. These roles often come with higher pay, but many experienced engineers are reluctant to work such hours, preferring daytime roles, which complicates recruitment further. Alongside maintenance roles, demand is growing for quality engineers, CNC machinists, and supervisors – positions that often require rare skills like manual turning, a discipline that’s become harder to source.

While salary is a key factor in attracting engineers, experienced professionals are paying closer attention to benefits like shift premiums, private healthcare, and sick pay. For shift workers, premiums can range from 10% to 20%, and companies that fail to offer competitive packages struggle to secure top talent. Employers, particularly larger corporations with standardised benefits, are often resistant to change, requiring recruiters to advocate for adjustments to align with candidate expectations.

An even greater concern is the lack of upskilling and apprenticeship programmes in the sector nationally. While many younger workers are eager to enter engineering, opportunities to develop their skills are limited. Businesses with strong training programmes stand out, offering paths to specialised knowledge and career growth. Yet, across the region, such initiatives remain the exception rather than the rule, leaving a gap in the talent pipeline that could have long-term repercussions.

This year, the sector’s outlook remains optimistic. Industries such as construction, consumer goods, and logistics will continue to expand, driving demand for engineers. While economic challenges may impact specific areas, like food production, the critical nature of many engineering roles ensures stability. However, for this growth to be sustainable, the sector must address its skills shortages by investing in apprenticeships and training. Without a stronger focus on developing the next generation of talent, the sector risks being unable to meet its future needs. ”



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£34,200	£36,800 ↗	£39,300	£35,800	£32,900	£38,600
CNC Setter/Operator	£29,700	£32,100 ↗	£34,500	£31,800	£30,200	£33,700
Design Manager	£58,500	£65,300 ↘	£72,100	£67,100	£59,100	£68,500
Electrical/Electronics Design Engineer	£46,700	£51,900 ↗	£57,100	£51,400	£54,500	£54,400
Electronics Engineer	£43,500	£47,900 ↗	£52,400	£45,400	£45,500	£50,300
Engineering Manager	£51,600	£57,300 ↗	£63,100	£54,900	£55,000	£60,100
Engineering/Technical Director	£79,800	£86,600 ↗	£93,400	£75,600	£82,400	£91,000
Field Service Engineer	£33,300	£36,300 ↗	£39,300	£34,800	£33,700	£38,100
Maintenance Manager	£40,300	£44,600 ↗	£48,900	£41,000	£40,500	£46,800
Maintenance Technician	£33,000	£35,200 ↗	£37,400	£33,500	£31,000	£37,000
Manufacturing Engineer	£39,600	£43,400 ↗	£47,300	£41,900	£42,400	£45,500

↗ **5.5%** increase in Electronics Engineer average salaries this year.

↗ **5.1%** increase in Maintenance Technician average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Mechanical Design Engineer	£44,200	£49,100 ↗	£53,900	£46,700	£43,200	£51,600
Process Engineer	£39,400	£43,500 ↗	£47,600	£43,200	£43,700	£45,600
Production Engineer	£38,500	£41,900 ↗	£45,300	£38,000	£36,500	£44,000
Production Manager	£42,700	£47,300 ↗	£51,900	£46,400	£45,000	£49,600
Programme Manager	£78,100	£86,300 ↘	£94,500	£87,000	£83,800	£90,600
Project Manager	£51,400	£56,500 ↘	£61,700	£56,800	£56,300	£59,300
Quality Engineer	£37,100	£40,300 ↗	£43,500	£39,700	£37,300	£42,300
Quality Inspector	£32,000	£34,100 ↗	£36,300	£31,200	£30,000	£35,800
Quality Manager	£44,100	£47,700 ↘	£51,300	£52,200	£45,500	£50,000
Systems Engineer	£59,200	£65,700 ↘	£72,100	£65,800	£64,900	£68,900

↘ **0.8%** decrease in Programme Manager average salaries this year.

↗ **9.3%** increase in Quality Inspector average salaries this year.



2.8%

salary growth
versus 3.3% UK
average growth

Roles on the rise

Field Service Engineer

2023	£33,700
2024	£34,800
2025	£36,300

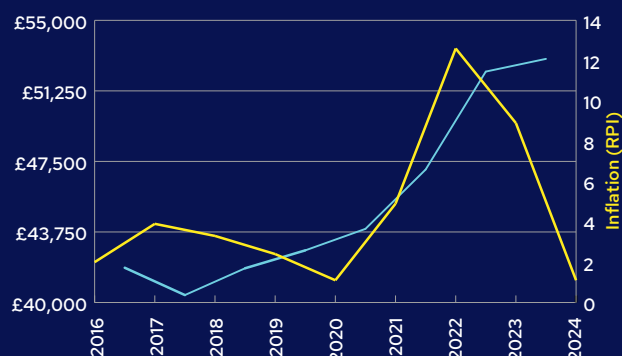
Production Manager

2023	£45,000
2024	£46,400
2025	£47,300

Quality Inspector

2023	£30,000
2024	£31,200
2025	£34,100

Average salary in region vs UK inflation rate (RPI)



Regional insight

George Sofokleous

Senior Regional Director, Reed

"The engineering and manufacturing sectors are evolving rapidly, mainly driven by growth across aerospace, defence, and sustainable technologies. Large automotive companies and renowned aerospace institutes, alongside emerging sectors like electric vehicles and sustainable materials, are accelerating demand for engineering talent. Additionally, with thousands of postgraduate students able to study world-class engineering courses at universities across the UK as part of the £500 million skills drive, the electric vehicle battery giga-factory planned in Bridgwater, and projects in nuclear energy at Hinkley Point well underway, the region is poised for a period of industrial dynamism.

For employers, competition is intense, especially for roles in maintenance, design, and nuclear engineering. To attract top talent, companies should streamline hiring processes – as delays often mean losing professionals to competitors. Enhancing employer brand visibility is also crucial, especially as younger engineers seek companies aligned with sustainability and tech innovation. Flexible benefits and professional development opportunities, including apprenticeships, are becoming key differentiators for companies that want to stand out.

From a jobseeker perspective, skills in high-demand areas such as mechanical design, R&D, and electronic engineering are valuable. An increased focus on career progression, workplace flexibility, and roles contributing to green energy and sustainable manufacturing reflects the priorities of today's workforce. The region's high-tech manufacturing sector, including life sciences and materials engineering, offers exciting pathways for engineers interested in cutting-edge innovation.

Looking ahead, investment in sustainable and high-tech sectors – such as electric vehicles, renewable energy, and R&D-focused manufacturing – suggests a positive outlook for both employers and professionals. For companies, success will depend on adapting to these industry shifts, offering competitive compensation, and emphasis on flexibility and career advancement. As the South West continues to grow into a hub for advanced engineering, this adaptability will be essential to securing and retaining the region's talented people in the field. "

Wales



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£31,300	£32,700 ↗	£34,200	£30,600	£29,500	£34,300
CNC Setter/Operator	£27,800	£28,900 ↗	£30,100	£27,200	£25,700	£30,300
Design Manager	£51,100	£55,100 ↗	£59,100	£54,600	£55,600	£57,800
Electrical/Electronics Design Engineer	£40,000	£44,500 ↗	£49,000	£42,900	£43,100	£46,700
Electronics Engineer	£39,500	£42,700 ↗	£46,000	£42,600	£40,800	£44,800
Engineering Manager	£51,400	£55,300 ↗	£59,200	£50,100	£53,100	£58,100
Engineering/Technical Director	£63,600	£86,500 ↗	£108,300	£74,600	£81,700	£90,900
Field Service Engineer	£33,500	£35,700 ↗	£37,900	£35,500	£31,300	£37,500
Maintenance Manager	£44,100	£48,500 ↗	£52,900	£44,400	£47,700	£50,900
Maintenance Technician	£33,000	£34,200 ↗	£35,400	£32,000	£29,800	£35,900
Manufacturing Engineer	£43,400	£45,900 ↗	£48,500	£44,500	£42,300	£48,200

↗ **6.9%** increase in CNC Programmer average salaries this year.

↗ **6.9%** increase in Maintenance Technician average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Mechanical Design Engineer	£39,200	£43,200 ↗	£47,200	£40,300	£39,800	£45,400
Process Engineer	£42,200	£45,200 ↗	£48,200	£42,300	£41,000	£47,500
Production Engineer	£35,500	£37,600 ↗	£39,600	£35,900	£35,600	£39,500
Production Manager	£41,400	£44,500 ↗	£47,700	£38,200	£36,900	£46,800
Programme Manager	£71,300	£76,800 ↗	£82,300	£74,300	£75,000	£80,600
Project Manager	£51,200	£56,700 ↗	£62,200	£53,900	£54,800	£59,500
Quality Engineer	£37,900	£40,200 ↗	£42,500	£37,800	£37,200	£42,200
Quality Inspector	£28,500	£29,500 ↗	£30,600	£26,700	£25,700	£31,000
Quality Manager	£42,200	£44,500 ↗	£47,000	£44,300	£42,800	£46,700
Systems Engineer	£54,100	£58,500 ↗	£62,800	£56,200	£58,100	£61,400

↗ **6.3%** increase in Quality Engineer average salaries this year.

↗ **4.1%** increase in Systems Engineer average salaries this year.



6%

salary growth
versus 3.3% UK
average growth

Roles on the rise

Electronics Engineer

2023	£40,800
2024	£42,600
2025	£42,700

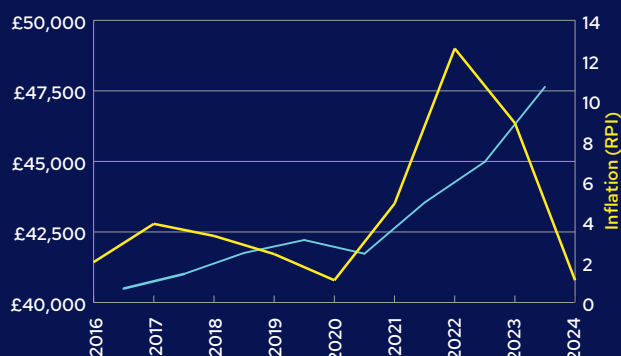
Maintenance Technician

2023	£29,800
2024	£32,000
2025	£34,200

Production Manager

2023	£36,900
2024	£38,200
2025	£44,500

Average salary in region vs UK inflation rate (RPI)



Regional insight

Becky Hole

Regional Director, Reed

“ One prominent trend we’re seeing across Wales is the growing influence of Welsh government initiatives, especially when it comes to policies advancing green manufacturing practices and achieving net-zero emissions. The Welsh government’s Manufacturing Action Plan is a pivotal example, focusing on modernising production processes and reskilling the workforce to align with these standards.

The demand for engineering professionals remains exceptionally high across Wales, both in traditional and modern roles – with electrical engineers and skills related to newer industrial automation particularly well sought after. This demand spans from traditional employers requiring skills in electrical and mechanical maintenance to large-scale companies that are transforming towards cleaner production methods. However, as businesses adopt advanced technologies tied to the fourth industrial revolution, professionals with expertise in automation and electronics are becoming crucial assets.

Hiring challenges persist as salary expectations rise faster in engineering than in many other sectors. Businesses are contending with the need to offer competitive salaries while ensuring they make an offer quickly – a task often hindered by slower hiring processes due to multi-stage decision-making. Retaining people is equally challenging, as compensation increasingly outweighs benefits in jobseeker’s priorities, although some companies have gained a competitive edge by offering four-day work weeks and flexible shift patterns.

As these sectors evolve, businesses must be agile in addressing modern workforce dynamics. The future outlook is competitive, and those that adapt hiring practices, align with market pay, and stay proactive in employee engagement will have a distinct advantage. ”

West Midlands



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£31,700	£34,200 ↗	£36,600	£31,500	£31,300	£35,900
CNC Setter/Operator	£29,400	£31,700 ↗	£34,000	£29,500	£26,900	£33,300
Design Manager	£55,800	£63,200 ↗	£70,500	£61,100	£62,700	£66,300
Electrical/Electronics Design Engineer	£41,800	£47,100 ↘	£52,400	£48,100	£45,100	£49,400
Electronics Engineer	£41,300	£47,500 ↗	£53,700	£43,800	£44,600	£49,900
Engineering Manager	£51,300	£57,800 ↗	£64,300	£54,500	£55,500	£60,700
Engineering/Technical Director	£85,300	£100,900 ↗	£116,400	£77,200	£89,600	£106,100
Field Service Engineer	£34,900	£37,800 ↗	£40,800	£36,100	£34,700	£39,700
Maintenance Manager	£45,800	£50,100 ↗	£54,300	£46,900	£44,500	£52,600
Maintenance Technician	£35,400	£38,300 ↗	£41,200	£38,100	£34,800	£40,200
Manufacturing Engineer	£41,400	£45,600 ↗	£49,700	£44,300	£40,900	£47,900

↗ **7.5%** increase in CNC Setter/Operator average salaries this year.

↗ **6.8%** increase in Maintenance Manager average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Mechanical Design Engineer	£40,600	£45,400 ↗	£50,300	£42,700	£41,900	£47,700
Process Engineer	£43,800	£46,700 ↗	£49,700	£44,300	£38,700	£49,100
Production Engineer	£38,000	£40,600 ↗	£43,200	£39,800	£41,400	£42,600
Production Manager	£40,400	£44,800 ↗	£49,200	£44,300	£44,000	£47,000
Programme Manager	£46,100	£50,300 ↘	£54,500	£60,700	£71,600	£52,700
Project Manager	£53,300	£58,400 ↗	£63,500	£56,900	£58,100	£61,300
Quality Engineer	£37,900	£40,700 ↗	£43,500	£39,200	£38,700	£42,700
Quality Inspector	£30,500	£32,000 ↗	£33,400	£28,800	£26,800	£33,600
Quality Manager	£46,100	£49,500 ↗	£53,000	£49,100	£60,900	£51,900
Systems Engineer	£54,000	£59,300 ↗	£64,600	£52,300	£53,700	£62,300

↗ **5.4%** increase in Process Engineer average salaries this year.

↘ **17.1%** decrease in Programme Manager average salaries this year.



5.1%

salary growth
versus 3.3% UK
average growth

Roles on the rise

Maintenance Manager

2023	£44,500
2024	£46,900
2025	£50,100

Process Engineer

2023	£38,700
2024	£44,300
2025	£46,700

Quality Inspector

2023	£26,800
2024	£28,800
2025	£32,000

Average salary in region vs UK inflation rate (RPI)



Regional insight

Chris Willsher

Senior Regional Director, Reed

“ Despite a challenging year in the manufacturing sector in 2024, in which the region experienced a slight decrease in available jobs, the focus moving forward has been towards production support roles, including maintenance engineering, product development, and quality control. However, recent improvements in order book balances suggest that production output is set to increase further into 2025.

Companies continue to face skills shortages, especially in maintenance engineering. Sectors like automotive have been hit hard due to supply chain issues, impacting major employers across the area. However, opportunities remain robust in areas linked to metals products, and machinery equipment manufacture.

For employers, the current environment emphasises the need to attract talent with well-defined skill sets. Companies should streamline hiring processes to remain competitive, as engineers are less willing to commute long distances or wait through extended hiring timelines. Salary expectations are rising, with jobseekers increasingly focused on total compensation packages, including holiday entitlements of 25+ days as a minimum. Flexible benefits, professional development pathways, and clear growth opportunities can also help distinguish employers competing for talent.

Jobseekers with skills in production support and continual improvement, such as maintenance, product design, and lean manufacturing are in a strong position, yet they must demonstrate specific value to meet employers' heightened requirements. Companies are now prioritising hires for roles that support efficiency and output, making it essential for professionals to showcase relevant achievements and technical competencies.

Looking ahead, improvements in the region's production output and confidence within key sectors, particularly in response to stabilising supply chains, suggest a positive outlook. Employers can benefit from a proactive approach to recruitment, offering clear development paths and competitive EVP elements to improve talent attraction. ”

Yorkshire & Humberside



Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
CNC Programmer	£33,000	£35,800 ↗	£38,600	£31,700	£30,300	£37,600
CNC Setter/Operator	£29,300	£31,600 ↗	£34,000	£28,300	£26,400	£33,200
Design Manager	£51,200	£55,800 ↗	£60,400	£53,400	£60,000	£58,500
Electrical/Electronics Design Engineer	£42,800	£48,100 ↘	£53,300	£48,300	£43,400	£50,500
Electronics Engineer	£39,700	£42,600 ↗	£45,600	£41,200	£36,900	£44,700
Engineering Manager	£51,900	£56,200 ↗	£60,600	£54,200	£50,500	£59,000
Engineering/Technical Director	£50,700	£84,900 ↗	£119,000	£77,600	£100,500	£89,100
Field Service Engineer	£34,800	£37,800 ↗	£40,800	£34,900	£33,000	£39,700
Maintenance Manager	£44,100	£47,700 ↗	£51,300	£47,300	£46,500	£50,100
Maintenance Technician	£35,300	£38,200 ↗	£41,100	£37,700	£35,100	£40,100
Manufacturing Engineer	£41,300	£44,400 ↗	£47,500	£40,900	£39,400	£46,600

↗ **12.9%** increase in CNC Programmer average salaries this year.

↘ **0.4%** decrease in Electrical/Electronics Design Engineer average salaries this year.

Role	2025			2024	2023	2026
	Min	Average	Max	Average	Average	Projection
Mechanical Design Engineer	£39,800	£43,700 ↗	£47,600	£43,200	£41,600	£45,900
Process Engineer	£45,500	£49,700 ↗	£54,000	£49,300	£39,600	£52,200
Production Engineer	£38,000	£46,100 ↗	£54,300	£41,100	£45,400	£48,400
Production Manager	£42,800	£46,000 ↗	£49,200	£44,100	£40,800	£48,300
Programme Manager	£75,200	£84,000 ↗	£92,800	£77,200	£77,200	£88,200
Project Manager	£50,600	£56,200 ↗	£61,800	£52,100	£51,300	£59,000
Quality Engineer	£36,700	£40,400 ↗	£44,000	£36,800	£37,500	£42,400
Quality Inspector	£30,500	£32,000 ↗	£33,600	£28,000	£26,700	£33,600
Quality Manager	£46,300	£50,100 ↗	£53,900	£48,700	£45,000	£52,600
Systems Engineer	£57,000	£63,900 ↗	£70,800	£58,300	£59,800	£67,100

↗ **8.8%** increase in Programme Manager average salaries this year.

↗ **14.3%** increase in Quality Inspector average salaries this year.



5.9%

salary growth
versus 3.3% UK
average growth

Roles on the rise

Electronics Engineer

2023	£36,900
2024	£41,200
2025	£42,600

Field Service Engineer

2023	£33,000
2024	£34,900
2025	£37,800

Production Manager

2023	£40,800
2024	£44,100
2025	£46,000

Average salary in region vs UK inflation rate (RPI)



Regional insight

Helen Barber

Executive Regional Director, Reed

"The engineering and manufacturing markets are two of many that are now starting to prioritise automation, sustainability, and green skills across their business agendas. With industries moving away from traditional heavy engineering, there's a high demand for roles focused on renewables, waste reduction, and energy efficiency. Companies are also increasingly looking for multi-skilled professionals, given that roles now require broader knowledge across various areas rather than specialised expertise alone.

For employers, offering skill development is essential to attract and retain employees. Engineers are seeking opportunities to learn via emerging technologies and gain sustainability expertise. Employers that provide robust training – whether through structured programmes or flexible courses – can help to create a loyal workforce and support career growth among employees. Additionally, flexibility and job stability have become key, with jobseekers valuing work environments that accommodate hybrid options for managerial roles and offer stable, long-term opportunities.

Salaries in the region surged post-Covid, with professionals now expecting significant increases for job changes. While some companies continue to meet these demands, others face challenges balancing budgets against high expectations. Benefits beyond salary, such as flexible hours, career development, and job security, are increasingly important for attracting talent.

Looking forward, employers who streamline hiring processes will stand out, like they always have. Companies with faster interview-to-offer timelines are more successful in securing top engineers, whereas organisations with prolonged processes risk losing talent to competitors. In addition, initiatives like STEM programmes and apprenticeships are crucial for building a future-ready workforce. With reduced apprenticeship rates and fewer technical qualifications among jobseekers in these markets, investing in these programmes will help bridge the skills gap in the long term.

To remain competitive, employers should focus on holistic employee development, quick hiring practices, and supportive career paths. These strategies will not only attract the skilled workforce required for sustainable growth but also build resilient teams equipped for future industry demands. //

Reed Screening

Looking for fast, efficient employee screening?

With over 60 years of experience in recruitment and screening, you can count on us.

✓ 24/7, fast, safe and efficient

We're the only team of UK-based professionals that deliver pre-employment and employee screening services 24 hours a day, seven days a week. This allows us to provide you with a fast, efficient service you can rely on, and our dedicated team is only an email or phone call away.

✓ Cutting-edge tech & experience

Our experience combined with access to the latest cutting-edge vetting technology and integrated client portal enables us to offer top-level security, optimum efficiency, transparency, and a seamless experience for you and those you are looking to hire.

✓ Safe hiring pioneers

We collaborate closely with the UK government to drive change. As pioneers of safe hiring practices in the UK, we work to ensure screening processes are non-discriminatory and inclusive, efficient, and best for business and the economy.

Buy online or find out more at:

[Reed.com/screening](https://reed.com/screening)



Database of over 100,000

If you are looking to recruit a highly-skilled professional for your business, or you are looking to take the next step in your career, visit [Reed.com](https://www.reed.com) for further information.

We specialise in recruiting for the following sectors:

Accountancy & finance | Business support & administration
Community care | Education | Engineering & manufacturing
Further education | Health & care | Hospitality & facilities services
Human resources | Insurance & financial services | Legal
Marketing, creative & PR | NHS | Police, defence, aerospace & cyber crime
Procurement & supply chain | Property & construction
Qualified social workers | Sales | Scientific | Technology