

SALARIES (£)	BUILDING			HOUSEBUILDING			CIVIL ENGINEERING		
	minimum	average	maximum	minimum	average	maximum	minimum	average	maximum
Turnover £200m+									
Chief executive	350,000	380,666	405,000	450,000	530,000	630,000	330,000	360,000	390,000
Managing director	160,000	222,000	270,000	180,000	240,000	300,000	150,000	200,000	250,000
Main board director	95,000	118,333	140,000	142,500	150,000	164,000	95,000	120,000	140,000
Regional managing director	95,000	118,333	140,000	142,500	150,000	164,000	95,000	120,000	140,000
Regional director/manager	70,000	84,000	131,500	69,500	119,000	139,000	71,000	78,000	98,000
Turnover £50-200m									
Chief executive	150,000	200,000	250,000	150,000	235,250	300,000	140,000	180,000	230,000
Managing director	110,000	115,000	120,000	130,000	154,166	175,000	105,000	110,000	120,000
Regional managing director	75,000	85,000	100,000	100,000	115,333	126,000	75,000	85,000	100,000
Regional director/manager	68,000	78,000	82,250	73,250	87,500	108,750	61,500	76,000	84,000



	BUILDING					HOUSEBUILDING					CIVIL ENGINEERING				
	bonus %	pension*	employer contribution %	family medical share options	car allowance £000	bonus %	pension*	employer contribution %	family medical share options	car allowance £000	bonus %	pension*	employer contribution %	family medical share options	car allowance £000
Turnover £200m+															
Chief executive	40-100	mp	15-20	y y	15	120-130	fs	8-15	y y	20	100+	fs	22	y n	15
Managing director	30-50	mp	12-15	y y	12-15	180-125	fs/mp	8-15	y y	15	20	fs	10	y n	15
Regional managing director	15-50	mp	10-12	y y	10-12	100	mp	8-15	y y	10	20	fs	10	y y	12-15
Regional director/manager	25	mp	10	y y	8.75	25	mp	8	y n	8.5	20	mp	10	y n	7.75
Turnover £50-200m															
Chief executive	30-50	mp	15	y y	12	50-70	mp	8-15	y y	15-18	100+	fs/mp	15	y y	15
Managing director	40	mp	10	y y	10-12	50-70	mp	8-15	y y	10-15	80-100	fs/mp	10	y y	12-15
Regional managing director	15-30	mp	5	y y	10-12	50	mp	8-15	y y	10-12	50-80	mp	8-10	y n	10-12
Regional director/manager	12	mp	0	y y	8.5	23	mp	8-15	y n	9	21	mp	9	y n	7.4

* fs: final salary mp: money purchase

y: yes n: no