



N1758

HAYS MONTROSE COMMENTARY ON THE 2004 RIAS SALARY SURVEY

Carol Fyfe of Hays Montrose writes:-

The RIAS/Hays Montrose Salary Survey results for 2004 have proven, as in past years to make interesting reading. Once again however, the majority of the results posted came from practices of between 1-5 employees who are likely to be sole traders. There will therefore, be a bias on the smaller practices because of this and the data for staff will be slightly skewed through lack of numbers.

Bucking the trend of the last 2 surveys Architects looking for a new post have fared far better than Technicians for improvement in salary. Architects with 10+ years experience will have seen their salary improve by 18%, with 6-10 years by 14% and for 3-5 years by 16%. This compares with a maximum rise for technicians of 11%.

Comparing these results with the rest of the country we see a significant difference with Scotland once again. Average salaries over the same period nationally have risen by a maximum of 10%.

One reason for this could be the fact that in the main we have found that architects are being asked to become involved with the technical side of a project as well as design and are therefore, being more demanding on salary. Also, the workload in Scotland is still very buoyant - house prices and projects have been increasing here far more than anywhere else and the PPP and PFI projects that are still ongoing means that architectural staff are very much in demand. We also note that there have been more vacancies registered for freelance architects than ever before, again perhaps accounting for the higher increase in salaries as demand outstrips supply and candidates move to the freelance/self employed world. Salaries have therefore got to rise to overcome the perceived benefits of working on a freelance basis.

At Hays Montrose we have seen a huge increase in the level of permanent and temporary demand for Architectural staff over this past year. We are pleased to report also that compared with their fellow professionals, Architects appear to be approaching a par, at last, with respect to percentage increases in salary. (In the last year the national salary for a quantity surveyor has increased by a maximum of 7.8%).

Technicians have still seen a good increase over the last two years (9 -11%) but as in past years we have found this sector to be more freelance led. The exciting news on this survey though is primarily for Architects.

Refer below for tables of results

RIAS SALARY SURVEY RESULTS 2004

- All results for 2004 are shown in table format
- Where possible 2004 results are compared to those from 2002
- The number of responses for 2004 decreased by 45 (155 in 2002 compared to 110 in 2004)
- Due to the relatively small sample size and the number of respondents who did not answer questions concerning salary/benefits the results are shown as OVERALL only. The results would be statistically inaccurate if broken down by practice size or location.
- Table 1.0, 1.1, 1.3 and 1.4 show responses as actual numbers and percentages
- All the results from 2004 are shown in **bold** text



Royal Incorporation of Architects in Scotland Practice Information Note

Table 1.0 – Overall Responses By Practice Type, 2002 & 2004

| | Total Surveys Returned 2002 | Total Surveys Returned 2004 |
|---------------------|--|--|
| Urban | 89 57.4% | 66 60% |
| Rural | 62 40% | 39 35.5% |
| Both | 0 | 3 2.7% |
| Not Answered | 4 2.6% | 2 1.8% |
| TOTAL | 155 | 110 |

Table 1.1 – Overall Responses By Practice Size, 2002 and 2004

| | Surveys Returned 2002 | Surveys Returned 2004 |
|------------------------------|------------------------------|------------------------------|
| Practice Size 1 – 5 | 100 65.8% | 71 64.5% |
| Practice Size 6 – 10 | 19 12.5% | 12 10.9% |
| Practice Size 11 – 20 | 18 11.9% | 15 13.6% |
| Practice Size 21 + | 15 9.9% | 10 9.2% |

Table 1.2 – Hourly Charge Out Rates, 2002 and 2004

| | Mean £ | | Median £ | | Mode £ | | Minimum £ | | Maximum £ | |
|-------------------|-------------------|--------------|---------------------|------------|-------------------|------------|----------------------|------------|----------------------|------------|
| | '02 | '04 | '02 | '04 | '02 | '04 | '02 | '04 | '02 | '04 |
| Principle | 50.27 | 55.37 | 48 | 50 | 50 | 45 | 13 | 8 | 110 | 120 |
| Architect | 39.7 | 43.95 | 37.5 | 45 | 35 | 45 | 20 | 20 | 70 | 75 |
| Technician | 31.09 | 34.26 | 30 | 35 | 25 | 35 | 15 | 20 | 50 | 55 |

Mean = Average hourly charge out rate

Minimum = Lowest hourly rate quoted

Maximum = Highest hourly rate quoted

Median = This is the hourly rate that is in the middle of all hourly rates quoted when they are all placed in order

Mode = The most frequently quoted hourly rate



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Table 1.3 – Salaries For Architects & Technicians, 2002 and 2004

| | Mean £ | | Median £ | | Mode £ | | Minimum £ | | Maximum £ | | Not Answered | |
|-----------------------------------|-----------|---------------|-------------|---------------|-----------|---------------|--------------|---------------|--------------|---------------|-----------------|-----------|
| | '02 | '04 | '02 | '04 | '02 | '04 | '02 | '04 | '02 | '04 | '02 | '04 |
| Year Out Student | 10,771 | 11,662 | 10,500 | 12,000 | 10,000 | 12,000 | 8,000 | 8,400 | 15,389 | 16,000 | - | 78 |
| Assistant (part II to reg) | 15,441 | 16,004 | 15,000 | 16,000 | 14,000 | 15,000 | 10,000 | 9,000 | 25,000 | 22,398 | - | 73 |
| Qualified Architect | 17,646 | 19,708 | 17,500 | 19,000 | 16,500 | 18,000 | 12,500 | 10,000 | 23,930 | 28,000 | - | 75 |
| Architect 3 – 5 years | 21,084 | 24,395 | 21,000 | 24,000 | 20,000 | 23,000 | 16,500 | 18,000 | 28,000 | 35,000 | - | 78 |
| Architect 6 – 10 years | 23,914 | 27,319 | 25,000 | 27,000 | 25,000 | 25,000 | 10,000 | 20,000 | 32,000 | 39,000 | - | 77 |
| Architect 10 + years | 26,228 | 30,887 | 27,000 | 30,000 | 30,000 | 30,000 | 7,500 | 12,000 | 40,000 | 90,000 | - | 56 |
| Junior Technician | 13,354 | 14,811 | 12,500 | 15,000 | 12,000 | 15,000 | 7,500 | 5,700 | 20,000 | 22,398 | - | 81 |
| Technician 5+ years | 19,557 | 21,319 | 19,000 | 21,700 | 18,000 | 22,000 | 12,000 | 7,800 | 28,000 | 38,000 | - | 68 |

Please note: The number of respondents who did not answer this question is very high; therefore the results shown should be viewed with this in mind.

The number of respondents who did not answer this question for 2002 is unavailable



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Table 1.4 /

Table 1.4 – Benefits for Architects & Technicians, 2002 and 2004

| | Car | | Overtime | | Healthcare | | Pension | | Bonus | | Not Answered | |
|-----------------------------------|-----------------|-------------------------|-------------|---------------------------|------------|-------------------------|-------------|---------------------------|-------------|---------------------------|--------------|---------------------------|
| | '02 | '04 | '02 | '04 | '02 | '04 | '02 | '04 | '02 | '04 | '02 | '04 |
| Year Out Student | 0 | 0 | 21 13.5% | 12 10.9% | 2 1.3% | 1 0.9% | 6 12.2% | 3 2.7% | 20 40.8% | 7 6.4% | 106 68.4% | 87 79.1% |
| Assistant (part II to reg) | 0 | 1 0.9% | 15 9.7% | 13 11.8% | 2 1.3% | 7 6.4% | 15 9.7% | 11 10% | 29 18.7% | 17 15.5% | 94 60.6% | 61 55.4% |
| Qualified Architect | 0 | 0 | 23 14.8% | 11 10% | 5 3.2% | 6 5.5% | 19 12.3% | 14 12.7% | 33 21.3% | 16 14.5% | 75 48.4% | 63 57.3% |
| Architect 3 – 5 years | 1 0.6% | 1 0.9% | 13 8.4% | 9 8.2% | 5 3.2% | 6 5.5% | 18 11.6% | 16 14.5% | 26 16.8% | 15 13.6% | 92 59.4% | 63 57.3% |
| Architect 6 – 10 years | 3 1.9% | 2 1.8% | 14 9.0% | 10 9.1% | 9 5.8% | 8 7.3% | 28 18.1% | 16 14.5% | 33 21.3% | 17 15.5% | 68 43.9% | 57 51.8% |
| Architect 10 + years | 28 18.1 % | 11 10% | 12 7.7% | 8 7.3% | 15 9.7% | 8 7.3% | 48 31% | 28 25.5% | 40 25.8% | 17 15.5% | 12 7.7% | 38 34.5% |
| Junior Technician | 0 | 0 | 18 11.6% | 13 11.8% | 3 1.9% | 4 3.6% | 12 7.7% | 10 9.1% | 32 20.7% | 12 10.9% | 90 58.1% | 71 64.6% |
| Technician 5+ years | 6 3.9% | 2 1.8% | 29 18.7% | 18 16.4% | 7 4.5% | 7 6.4% | 20 12.9% | 19 17.3% | 34 21.9% | 16 14.5% | 59 38.1% | 48 43.6% |

Please note: The number of respondents who did not answer this question is very high; therefore the results shown should be viewed with this in mind.

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