

# WORKSHOP RECRUITMENT

**SALARY SURVEY - APRIL 2026  
HAMPSHIRE, SURREY, WEST SUSSEX**



# SALARY SURVEY SUMMARY – APRIL 2026

## HAMPSHIRE, SURREY, WEST SUSSEX

### MARKET OVERVIEW

This salary snapshot reflects current permanent hiring activity across Hampshire, Surrey and West Sussex, drawing on live job advertisements and recent placements across engineering, manufacturing, supply chain, procurement, commercial, and business support functions.

Overall, the South-East market remains candidate-led in technical and specialist roles, with steady but controlled salary growth across support and operational functions.

#### Employers securing talent most effectively are those who:

- ✓ Benchmark roles accurately before advertising
- ✓ Communicate salary and benefits clearly upfront
- ✓ Move decisively through interview stages
- ✓ Emphasise total reward, not just base pay

### KEY SALARY INSIGHTS

#### Most competitive roles (frequently attracting counter offers):

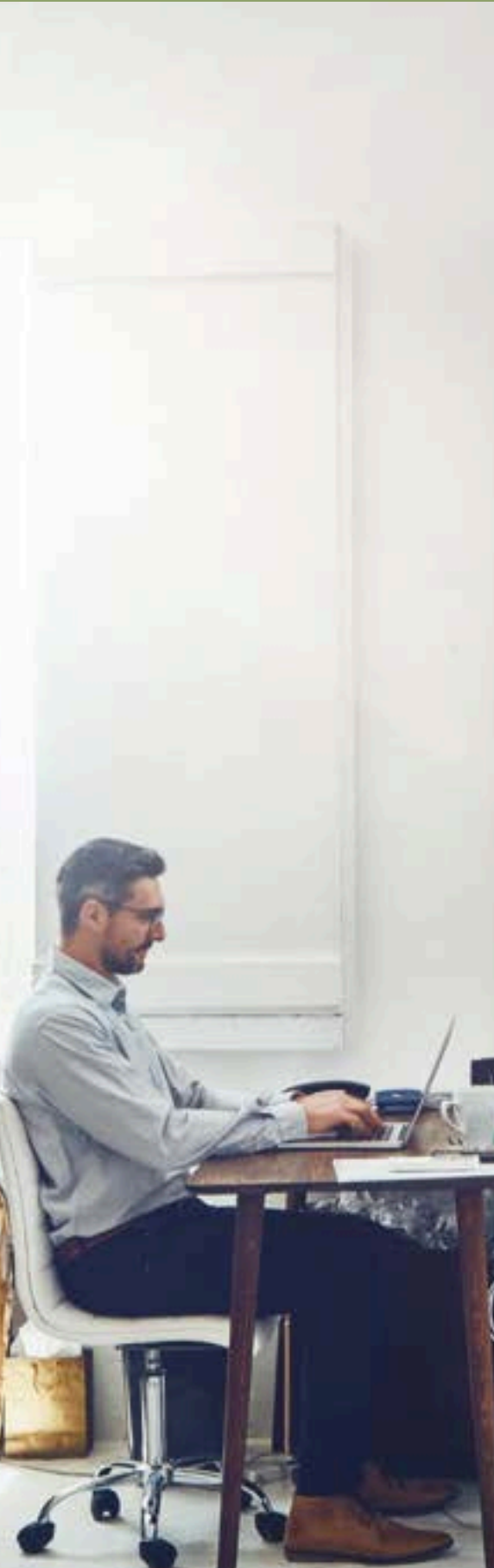
Design Engineers (Mechanical & Electronic)  
Maintenance Engineers  
Supply Chain & Procurement Managers  
CNC Programmers  
Business Development Managers

#### Entry-level and junior roles remain sensitive to:

Commutable distance  
Hybrid working  
Clear progression pathways

#### Senior and specialist candidates are prioritising:

Salary transparency  
Flexible working  
Long-term stability over short-term pay increases



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### COMMON BENEFITS & PACKAGES

**Clients successfully securing talent are typically offering:**

23–25 days holiday + bank holidays

Pension contributions of 5–8%

Annual bonus (5–15% for professional roles)

Hybrid working (office roles)

Overtime or shift allowance (engineering / warehouse)

Training budgets and clear progression frameworks

### CANDIDATE EXPECTATIONS

Candidates are well informed and bench-marking against multiple offers.

Average expectations typically sit 5–10% above current salary for a move.

Counter-offers remain common, particularly in engineering and procurement.

### HIRING RECOMMENDATIONS

Benchmark roles early before advertising to avoid re-posting or delays.

Where budgets are fixed, highlight total package value, not just base salary.

Speed of process is critical — strong candidates are often off the market within 2–3 weeks.

For hard-to-fill roles, consider flexibility, development or sign-on incentives.



# WAREHOUSE, PRODUCTION & LOGISTICS



Candidates increasingly view shift premiums, guaranteed overtime & predictable rotas as equally important as base salary when assessing opportunities. In the current market, double-day shift premiums are typically being offered at 15–25%, while night shift premiums are ranging between 24–38%, depending on sector and operational demand.

Job Title	Minimum Salary (£)	Average Salary (£)	Maximum Salary (£)
Forklift Driver	27000	29000	32000
Mechanical Assembler	24500	28000	34000
Packaging Operative	24500	25000	28000
PCB Assembler / Solderer	24500	28000	34000
Production Manager	42000	45000	48000
Production Operator	24500	26000	30000
Production Team Leader	32000	36000	42000
Warehouse Manager	35000	41000	50000
Warehouse Operator	24500	27500	31000
Warehouse Supervisor	30000	32000	34000

\*All salaries are based on a 37-hour week

Salaries across warehouse and production roles remain largely stable, with modest uplifts driven by labour availability rather than inflationary pressure.

Supervisor and Manager-level roles show the widest variation, largely influenced by site size, shift patterns, automation level and people-management responsibility.

Candidates are highly responsive to shift premiums, overtime guarantees and predictable rotas, often valuing these as highly as base salary.

Employers offering clear progression from operator to supervisory level are seeing stronger retention and lower hiring costs.

## CLIENT INSIGHTS

Competitive base pay secures applicants, but reliability of hours and work-life balance are key differentiators.

Candidate shortages for shift-based, on-site roles continue to challenge employers, particularly in regional logistics hubs. To attract and retain staff, businesses are enhancing shift allowances, overtime rates, and benefits packages. This is contributing to upward wage pressure at operative and team-leader levels.

Warehousing and production environments are accelerating investment in robotics, pick automation, and smart inventory systems to offset labour shortages and cost pressures.

Whilst this reduces reliance on low-skill manual roles, it is increasing demand for technicians, maintenance engineers, and automation supervisors. Upskilling and retraining are becoming operational priorities.

# ENGINEERING & MANUFACTURING



Job Title	Minimum Salary (£)	Average Salary (£)	Maximum Salary (£)
CNC Machinist	30000	36000	45000
CNC Programmer	38000	45000	60000
CNC Turner	30000	36000	45000
Electronic Design Engineer	42000	50000	65000
Electronics Engineer	42000	50000	65000
Field Service Engineer	35000	42000	55000
Maintenance Engineer	38000	45000	55000
Maintenance Technician	30000	36000	42000
Manufacturing / Production Engineer	40000	48000	60000
Mechanical Design Engineer	40000	48000	60000
Process Engineer	42000	50000	62000
Project Engineer	42000	50000	62000
Quality Engineer	40000	48000	60000
Quality Inspector	28000	31000	35000
Test Engineer	38000	45000	55000
Test Technician	29000	32000	39000
Welder/Fabricator	30000	36000	45000

\*All salaries are based on a 37-hour week

Engineering roles continue to experience candidate-led conditions, particularly across electronics, maintenance and CNC programming.

Design and senior engineering salaries are trending toward the upper quartile of advertised ranges, especially where product lifecycle ownership or regulatory exposure exists.

Maintenance Engineers with multi-skilled backgrounds (electrical + mechanical) attract consistent counter-offers.

Field Service Engineers are often influenced by travel scope, overtime and company vehicle packages, not just base pay.

## CLIENT INSIGHTS

Hiring success is strongly linked to speed of process and salary transparency — delays frequently result in lost candidates.

Persistent shortages in specialist engineering disciplines (e.g., electrical, automation, and sustainability engineering) are driving salary inflation and counter-offers. Employers are widening talent pools through international hiring and training pathways. Project timelines are increasingly affected by skills availability.

Contractor demand remains strong, particularly for transformation projects, systems implementations, and time-bound engineering or technology work.

Organisations value contractors for speed of deployment and cost flexibility amid economic uncertainty. Day rates have stabilised in some sectors but remain high in niche skill areas.

# SUPPLY CHAIN, PROCUREMENT & PURCHASING



Job Title	Minimum Salary (£)	Average Salary (£)	Maximum Salary (£)
Assistant Buyer	26000	28000	32000
Bid Writer	32000	40000	50000
Buyer	32000	38000	45000
Category Manager	50000	60000	75000
Category Specialist	35000	42000	50000
Procurement/ Purchasing Assistant	25000	28000	32000
Procurement/ Purchasing Manager	45000	55000	70000
Procurement/ Purchasing Officer	30000	36000	45000
Purchasing Manager	45000	55000	65000
Senior Buyer	40000	48000	60000
Sourcing Manager	45000	55000	70000
Supplier Relationship Manager	45000	55000	70000
Supply Chain Analyst	30000	36000	45000
Supply Chain Manager	42000	48000	60000

\*All salaries are based on a 37-hour week

This function shows selective salary inflation, concentrated at senior and strategic levels.

Category and Procurement Managers with demonstrable cost-saving or supplier consolidation experience command top-of-range salaries.

Junior roles remain well supplied, but candidates expect clear development pathways.

Hybrid working has become an assumed benefit, particularly in Surrey and Hampshire markets.

## CLIENT INSIGHTS

Well-defined role scope (operational vs strategic) helps avoid misaligned expectations and offer-stage renegotiation.

Sustainability is reshaping supplier selection, logistics planning, and packaging decisions, with greater emphasis on carbon tracking and ethical sourcing.

Regulatory pressure and ESG reporting are driving investment in greener supply networks. This is increasing demand for supply chain professionals with sustainability expertise.

More organisations are internalising shipping, customs, and trade compliance functions to reduce third-party costs and gain visibility over disruptions. This is particularly evident post-Brexit and amid global trade volatility. Consequently, demand and salaries for trade compliance and logistics specialists are rising.

# QUALITY & COMPLIANCE



Increased demand for candidates in regulated environments



Location and shift patterns are a focus for candidates

Quality salaries remain steady, with stronger demand for candidates operating in regulated environments (ISO, AS, automotive, aerospace).

Inspectors are more sensitive to location and shift patterns than salary increments.

Health & Safety Managers are commanding higher packages where multi-site or strategic responsibility is involved.

## CLIENT INSIGHTS

Accreditation support and training budgets are increasingly used to offset fixed salary constraints.

Electronic Quality Management Systems (eQMS) and digital audit tools are transforming how compliance is monitored and reported.

Professionals who can combine regulatory knowledge with systems implementation or data analysis capabilities are in particularly high demand. This is creating hybrid “quality + systems” career pathways.

Job Title	Minimum Salary (£)	Average Salary (£)	Maximum Salary (£)
Health and Safety Advisor	35000	42000	50000
Health and Safety Manager	45000	55000	70000
Quality Engineer	40000	48000	60000
Quality Inspector	28000	31000	35000

\*All salaries are based on a 37-hour week

# OFFICE SUPPORT & ADMINISTRATION



Job Title	Minimum Salary (£)	Average Salary (£)	Maximum Salary (£)
Administrator	25000	27000	32000
Customer Service Advisor	24500	26500	30000
Customer Service Manager	38000	45000	60000
Executive Assistant	35000	42000	55000
Legal Secretary	28000	33000	40000
Office Manager	30000	36000	45000
Personal Assistant	28000	34000	42000
Project Co-ordinator	28000	34000	42000
Purchasing Administrator	25000	28000	34000
Receptionist	24500	26000	29000
Sales Administrator	26000	29000	34000
Service Co-ordinator	26000	30000	36000

\*All salaries are based on a 37-hour week

Salaries are stable and predictable, with limited upward pressure.

Executive Assistants and experienced PAs supporting senior leadership continue to attract premium salaries, particularly where discretion and autonomy are required.

Candidates prioritise hybrid working, culture and job security over marginal salary increases.

## CLIENT INSIGHTS

Clear job descriptions and realistic workloads significantly improve candidate quality and acceptance rates.

Candidates in office support roles still prioritise hybrid working, though opportunities are more limited due to on-site operational needs.

Flexibility is a differentiator in attracting high-calibre administrative talent. Fully office-based roles often require salary premiums to remain competitive.

# HR, TALENT AND L&D



Entry level roles remain competitive, but are often used as development opportunities

Job Title	Minimum Salary (£)	Average Salary (£)	Maximum Salary (£)
HR Advisor	32000	38000	45000
HR Assistant	26500	29000	32000
HR Business Partner	50000	60000	75000
HR Manager	50000	58000	75000
L&D Manager	45000	55000	70000
L&D Specialist	35000	42000	55000
Rewards and Benefits Manager	60000	75000	95000
Talent Acquisition Consultant	32000	40000	55000
Talent Acquisition Manager	50000	60000	75000

\*All salaries are based on a 37-hour week

HR Business Partner and Rewards roles are consistently difficult to fill, driving salaries toward the upper end of ranges.

Entry-level HR roles remain competitive but are often used as development pipelines.

Talent Acquisition salaries vary widely depending on in-house vs agency exposure and volume recruitment demands.

## CLIENT INSIGHTS

HR candidates increasingly expect influence and visibility, not just policy administration.

Technology and AI are automating high-volume administrative tasks such as onboarding paperwork, interview scheduling, and data entry, reducing demand for purely transactional junior HR roles. Many entry-level positions are evolving to require analytics, systems (HRIS), and employee-experience exposure. As a result, hiring is more selective, with fewer but broader junior roles.

HR teams are spending significant time designing, managing, and policing hybrid and flexible working policies, particularly around fairness, compliance, and performance management. This has increased HR's strategic involvement but also administrative workload. Like the wider workforce, HR professionals highly value hybrid working and often expect employers to model best practice internally.

# FINANCE & IT SUPPORT



Candidates with system experience achieve higher-end salaries

Finance support roles remain well supplied, keeping salaries stable.

Candidates with system experience (ERP, Sage, Xero, NetSuite) achieve higher-end salaries.

IT Helpdesk roles show moderate movement, particularly at 2nd Line where troubleshooting depth is required.



Hybrid & flexible working patterns are desired across these sectors

## CLIENT INSIGHTS

Flexible hours and hybrid options are effective retention tools in this function.

Transactional finance roles (AP, AR, payroll) are being streamlined through ERP systems, AI reconciliation tools, and automated invoicing, reducing headcount growth in junior positions. In contrast, demand is rising for commercially focused finance professionals who can provide forecasting, business partnering, and scenario analysis. This is contributing to salary premiums in FP&A and decision-support roles.

Traditional 1st line support demand remains steady, but the skill set is shifting toward cybersecurity awareness, cloud environments, and SaaS platform support. End-user support is increasingly blended with device management, access governance, and automation of ticketing workflows.

Employers are favouring multi-skilled support analysts over single-function helpdesk roles.

Job Title	Minimum Salary (£)	Average Salary (£)	Maximum Salary (£)
Accounts Assistant	27000	29500	32000
Accounts Payable / Purchase Ledger	25000	27000	32000
Bookkeeper	27000	30000	35000
Credit Controller	26000	31000	45000
IT Helpdesk 1st Line	26000	28000	34000
IT Helpdesk 2nd Line	30000	35000	42000
Management Accountant	37000	55000	70000

\*All salaries are based on a 37-hour week

# SALES, MARKETING & COMMERCIAL



Job Title	Minimum Salary (£)	Average Salary (£)	Maximum Salary (£)
Account Manager	35000	45000	60000
Brand Manager	45000	55000	70000
Business Development Executive	30000	40000	55000
Business Development Manager	45000	60000	85000
Communications / PR Executive	28000	35000	45000
Communications / PR Manager	40000	50000	65000
Content Executive	26000	32000	42000
Copywriter	28000	35000	50000
CRM Executive	30000	38000	50000
Digital / Marketing Executive	28000	35000	45000
Digital / Marketing Manager	45000	55000	70000
Ecommerce Manager	45000	60000	80000
Graphic Designer	28000	35000	45000
Internal Sales / Telesales Manager	38000	50000	65000
Internal Sales Executive	28000	35000	50000
PPC / SEO Executive	28000	35000	45000
Sales Executive	28000	35000	50000
Sales Manager	45000	60000	85000
Telesales	25500	28000	35000

\*All salaries are based on a 37-hour week

Base salaries are generally stable, but total earnings are increasingly shaped by commission and bonus structures.

Business Development and Sales Management roles show the widest pay variance, driven by sector, deal size and sales cycle.

Marketing salaries rise notably with data, CRM and performance marketing exposure.

Ecommerce Managers command strong packages where full P&L responsibility exists.

## CLIENT INSIGHTS

Clear articulation of OTE, KPIs and progression is essential to avoid late-stage offer objections.

AI is transforming campaign planning, audience targeting, and performance analysis through predictive analytics and real-time optimisation. It enables smaller teams to deliver data-driven campaigns at scale while reducing manual reporting. However, demand is rising for marketers who can interpret AI insights rather than just execute campaigns.

Content is one of the heaviest users of AI, particularly for first-draft copy, product descriptions, SEO articles, and social posts. This is increasing output volume while reducing production time and cost. Human input remains critical for brand voice, originality, compliance, and strategic messaging.