JULY 2026

PROPERTY PARTNERS Recruitment

Salary, Benefits & Satisfaction Report 2026

Our report provides insight into the latest salaries, workplace trends and benefits across the surveying and project management market in Hampshire, Dorset, Wiltshire, Sussex, Surrey, Berkshire and Oxfordshire.

Market Overview

Employment Trends and Challenges

The property and construction sector has shown encouraging signs during 2026, with easing inflation and lower interest rates improving confidence across the market.

However, increases in Employer National Insurance Contributions and the National Living Wage have significantly raised employment costs, leading many businesses to adopt a more cautious approach to recruitment.

Despite this, experienced Building Surveyors, General Practice Surveyors, Project Managers and Quantity Surveyors remain in short supply, with demand for skilled professionals continuing to outstrip supply.

Despite a more challenging economic environment, employers continue to invest in attracting and retaining talent.

Our survey found that **75% of respondents received a pay rise, with a median increase of 3.3%**, highlighting the ongoing demand for experienced professionals.

While salary remains the primary driver when considering a new opportunity, employers are increasingly recognising that competitive pay, career progression and flexible working are all essential to securing and retaining the best talent.

As in previous years, the largest salary increases were achieved by professionals who:

1. Achieved Chartered status (MRICS)
2. Changed employer
3. Received an internal promotion

These career milestones continue to generate significantly higher salary increases than standard annual pay reviews.

Salary Guides

Building Surveying	Range	Typical
Director / Partner (salaried)	£70,000+	£90,000
Associate Director / Associate	£52,000 - £80,000	£75,000
Senior Building Surveyor	£45,000 - £68,000	£60,000
Newly Qualified Building Surveyor	£36,000 - £57,000	£48,000
Experienced Building Surveyor (non-chartered)	£30,000 - £65,000	£50,000
Assistant Building Surveyor (APC Level)	£28,000 - £43,000	£35,000
Graduate Building Surveyor	£24,000 - £28,000	£25,000
Apprentice Building Surveyor	£18,000 - £35,000	Varies
Residential Surveyor	£42,000 - £75,000	£55,000

Quantity Surveying	Range	Typical
Director / Partner (salaried)	£80,000+	£95,000
Associate Director / Associate	£65,000 - £85,000	£75,000
Senior Quantity Surveyor	£50,000 - £75,000	£65,000
Newly Qualified Quantity Surveyor	£45,000 - £60,000	£50,000
Quantity Surveyor	£35,000 - £50,000	£45,000
Assistant Quantity Surveyor	£29,000 - £40,000	£35,000
Graduate Quantity Surveyor	£24,000 - £29,000	£27,000
Apprentice Quantity Surveyor	£18,000 - £35,000	Varies

Project Managers	Range	Typical
Director / Partner (salaried)	£80,000+	£90,000
Associate Director / Associate	£68,000 - £85,000	£75,000
Senior Project Manager	£50,000 - £75,000	£62,000
Project Manager	£40,000 - £55,000	£50,000
Assistant Project Manager	£30,000 - £42,000	£35,000
Graduate Project Manager	£24,000 - £29,000	£26,000

Salary ranges include car allowances and are indicative and are based on survey responses, current vacancies and our market knowledge. Packages may vary according to experience, location, sector and employer.

Salary Guides

General Practice Surveying	Range	Typical
Director / Partner (salaried)	£70,000+	£80,000
Associate Director / Associate	£50,000 - £70,000	£65,000
Senior Surveyor	£43,000 - £58,000	£52,000
Newly Qualified Surveyor	£35,000 - £50,000	£42,000
Assistant Surveyor (APC Level)	£27,000 - £35,000	£33,000
Graduate Surveyor	£24,000 - £27,000	£25,000
Apprentice Surveyor	£18,000 - £35,000	Varies

Valuation Surveyors	Range	Typical
Director / Partner (salaried)	£70,000+	£80,000
Associate Director / Associate	£50,000 - £70,000	£65,000
Senior Surveyor	£43,000 - £58,000	£55,000
Newly Qualified Surveyor	£35,000 - £50,000	£45,000
Assistant Surveyor (APC Level)	£27,000 - £35,000	£31,000
Graduate Surveyor	£24,000 - £27,000	£25,000

Agency Surveyors	Range	Typical
Director / Partner (salaried)	£70,000+	£80,000
Associate Director / Associate	£50,000 - £70,000	£65,000
Senior Surveyor	£40,000 - £60,000	£50,000
Agency Surveyor	£30,000 - £45,000	£40,000
Graduate Surveyor	£24,000 - £27,000	£25,000

Estates Surveyors	Range	Typical
Director / Head of Property	£70,000+	£85,000
Lead Estates Surveyor	£60,000 - £75,000	£65,000
Senior Estates Surveyor	£45,000 - £65,000	£56,000
Estates Surveyor	£32,000 - £50,000	£44,000
Graduate Surveyor	£24,000 - £31,000	£27,000

Salary ranges include car allowances and are indicative and are based on survey responses, current vacancies and our market knowledge. Packages may vary according to experience, location, sector and employer.

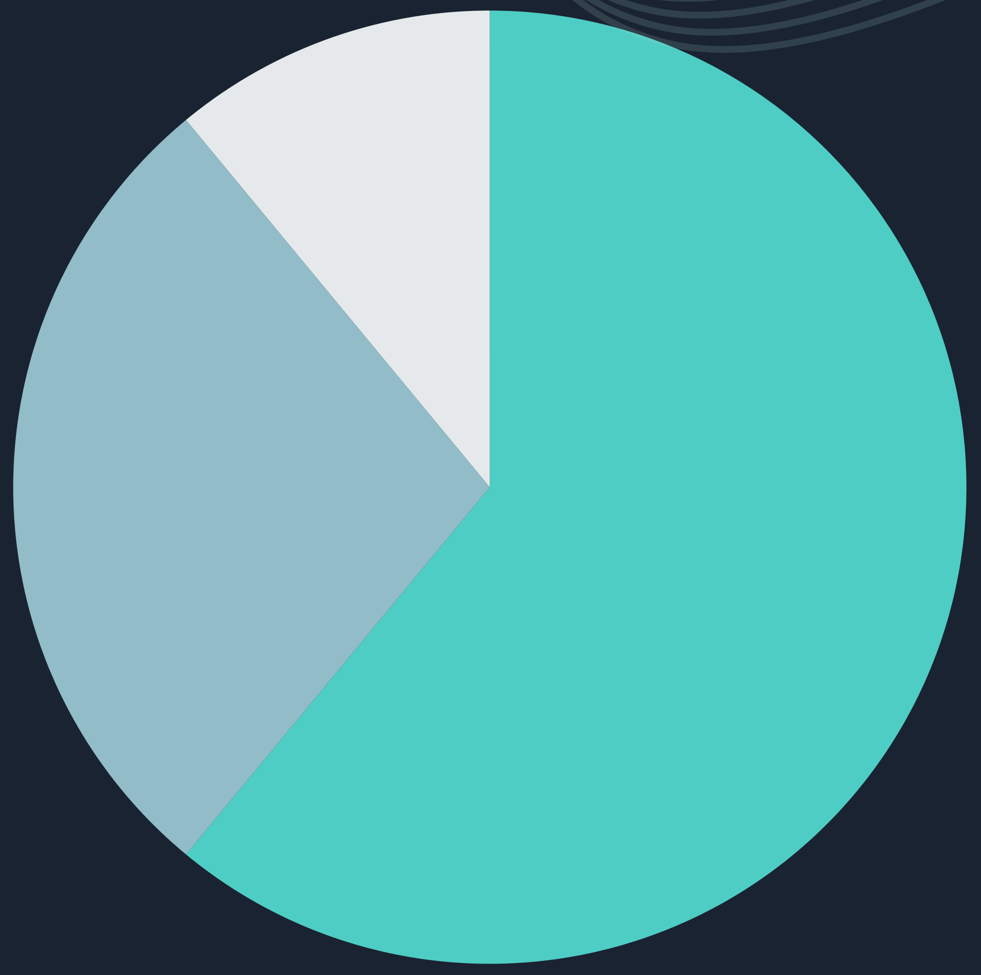
Financial Benefits

75%
Received a pay rise

3.3%
Median salary increase

£4,500
Median bonus among recipients

£4,700
Average annual car allowance among receipents

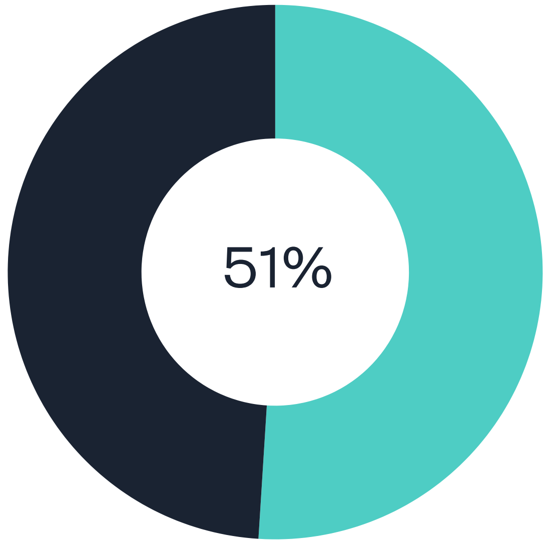


- No bonus - 61%
- Discretionary - 28%
- Non-discretionary / fee target - 11%

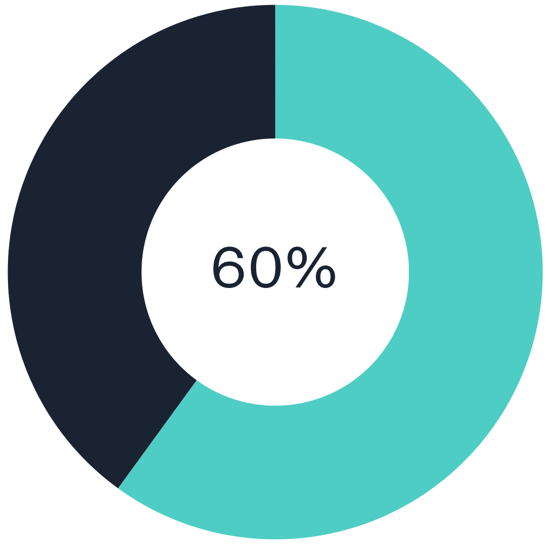
Employee benefits

Benefits respondents currently receive

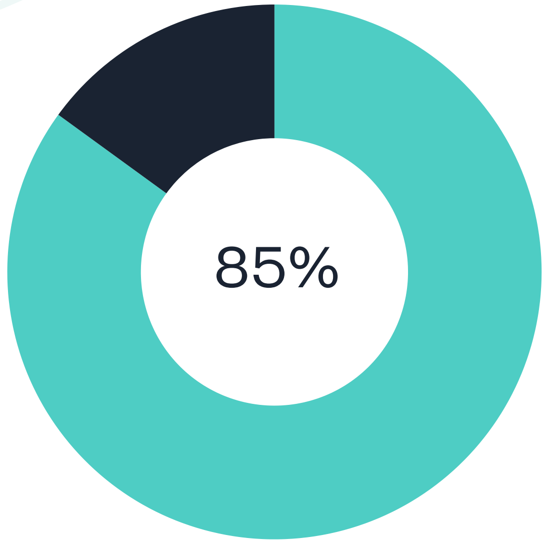
Private healthcare



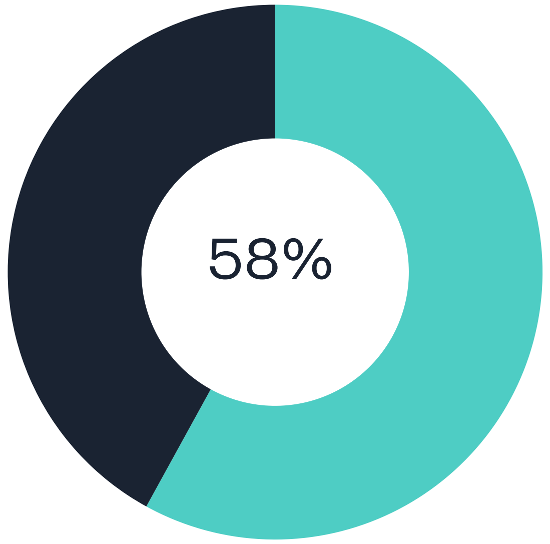
Flexible Hours



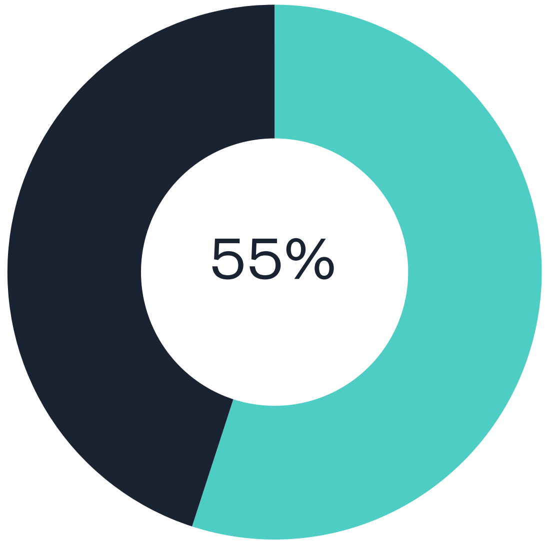
Hybrid Working



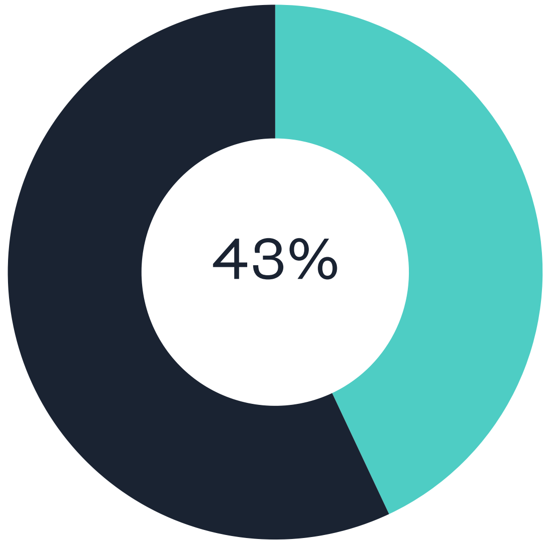
Enhanced employer
pension contribution



Option to purchase
additional leave



Other benefits -gym
and cycle-to-work



Workplace Trends

Salary remains the primary driver when professionals consider changing employers.

This year, however, **location and company reputation** have moved into second and third place, overtaking hybrid working and flexible hours.

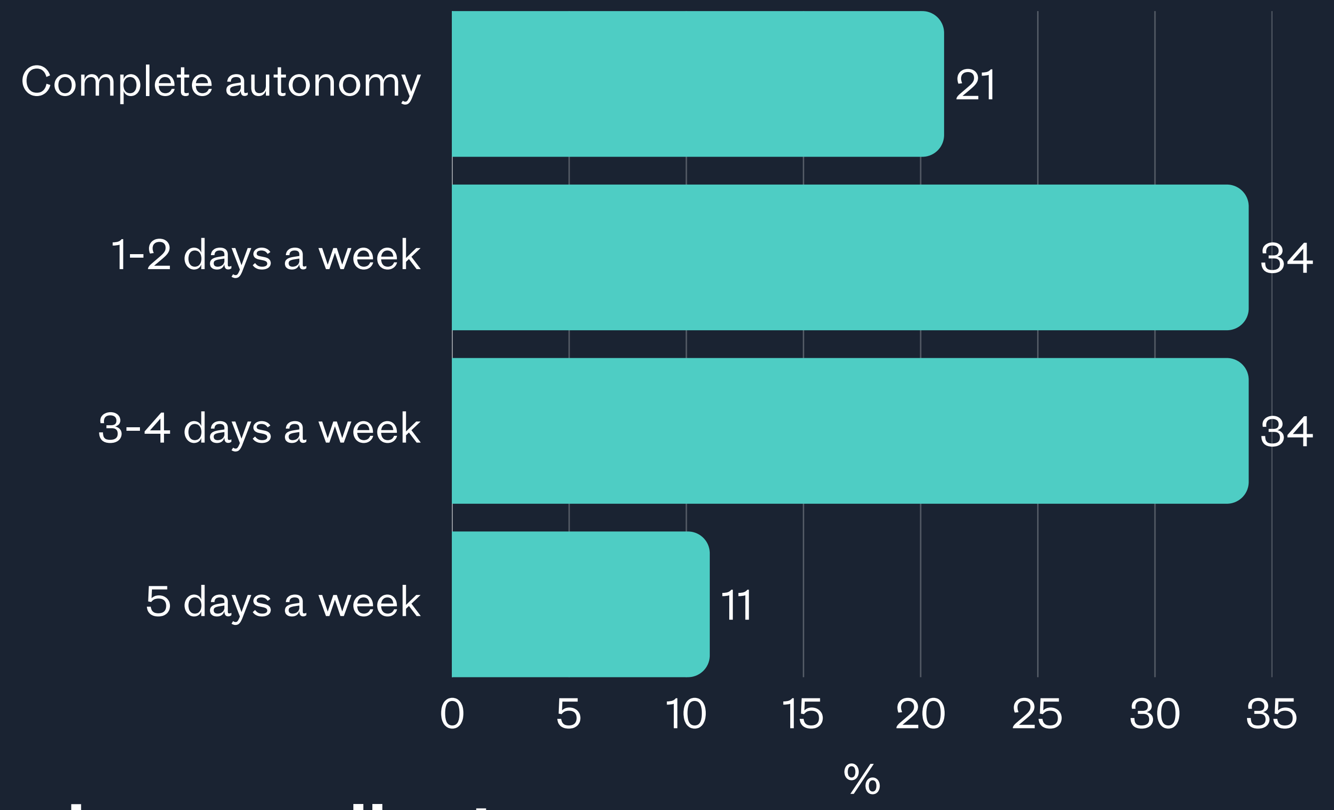
In our view, this doesn't reflect a decline in the importance of hybrid working, but rather that it has become an expected part of most roles. Employers offering hybrid working are now seen as the norm, with greater emphasis now on the organisation itself.

Despite some businesses increasing office attendance requirements, flexibility remains widespread.

Most important factors when considering a new role?

1. Salary
2. Location
3. Company reputation
4. Hybrid working
5. Flexible hours

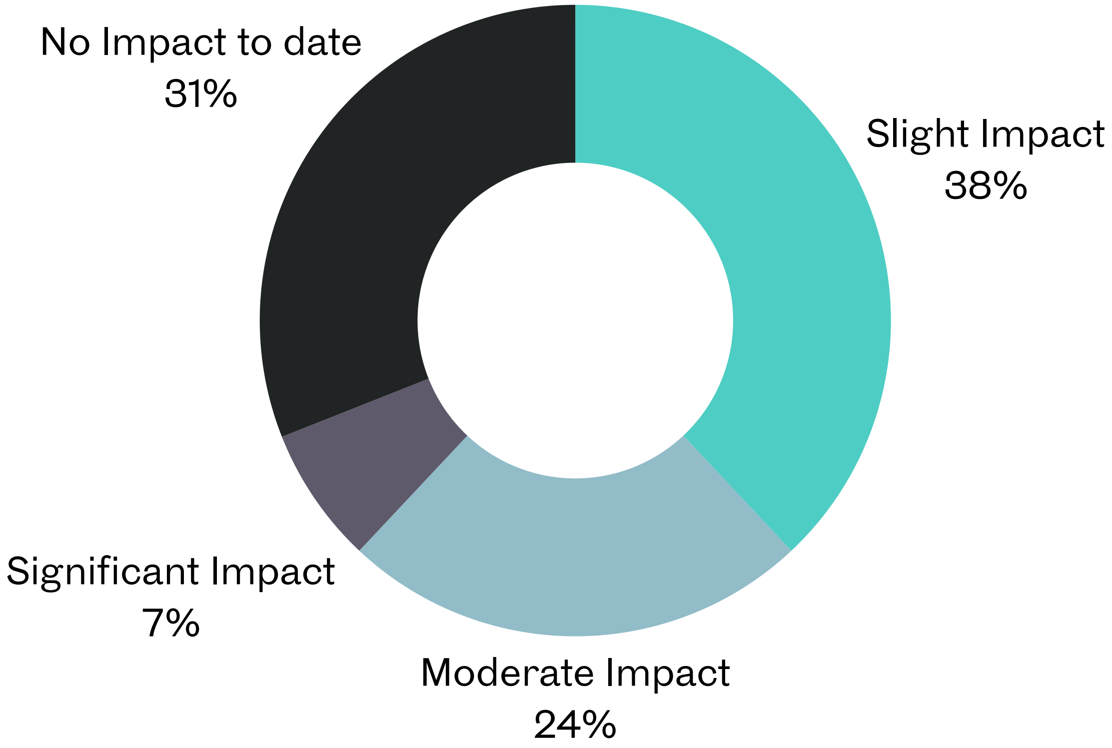
How often are respondents required to attend the office?



66% of respondents rated their work-life balance as good or excellent.

The Impact of Artificial Intelligence

How much impact has AI had on your role?



63%

believe AI will change roles over the next 2–3 years

55% expect some change.
8% expect significant change.
37% anticipate no major change.

Our View

AI is expected to enhance, rather than replace, the work of surveyors and project managers. While automation will continue to streamline administrative tasks and improve efficiency, professional judgement, technical expertise and client relationships remain at the heart of the profession.

Career Tips for Property Professionals

Invest in Your Development

Achieving professional qualifications such as MRICS remains one of the most effective ways to increase earning potential and career opportunities.

Keep the Conversation Going

Don't wait for your annual appraisal. Regularly discuss your achievements, career goals and development with your manager throughout the year.

Know Your Market Value

Benchmark your salary and benefits regularly to ensure your package reflects current market conditions and your level of experience.

Build Your Network

Develop relationships both within your organisation and across the industry. A strong professional network can open doors to new opportunities and career progression.

Develop Soft Skills

Technical ability is essential, but communication, leadership, commercial awareness and problem-solving continue to differentiate the strongest candidates.

Keep Your CV Up to Date

Even if you're not actively looking for a new role, maintaining an up-to-date CV and LinkedIn profile ensures you're ready when the right opportunity arises.

Build a Relationship with a Specialist Recruiter

You do not need to be actively searching to benefit from speaking with a specialist recruiter. A long-term relationship can provide salary insight, honest career advice and early access to opportunities that may never be advertised.

Advice for Leaders & Hiring Managers

Reward and Retain Your Best People

Replacing experienced professionals can be costly and disruptive. Regularly reviewing salaries, recognising strong performance and providing clear career progression can help retain key staff and reduce recruitment costs.

Offer Genuine Flexibility

Hybrid working and flexible hours are no longer viewed as added benefits-they are expected by many professionals. Employers that offer flexibility are often better placed to attract and retain the strongest candidates.

Review Your Benefits Package

A competitive salary remains the biggest attraction, but benefits such as enhanced pension contributions, private healthcare, additional annual leave and professional development can help differentiate your organisation.

Invest in Training and Development

Supporting employees through professional qualifications, leadership development and technical training not only strengthens your workforce but also improves retention and succession planning.

Promote a Positive Company Culture

Company reputation has become one of the most important factors when professionals consider changing employers. Open communication, supportive leadership and opportunities for career progression all contribute to building an engaged and motivated workforce.

Benchmark Against the Market

The employment market continues to evolve, making regular salary and benefits benchmarking essential. Understanding what competing employers are offering helps ensure your packages remain competitive and reduces the risk of losing valued employees.

Partner with a Specialist Recruiter

Building a relationship with a specialist recruitment consultancy provides access to current salary data, hiring trends and candidate insights. Even when you're not actively recruiting, regular market updates can help with workforce planning, succession planning and retaining key talent before recruitment challenges arise.

Contact Us

PROPERTY PARTNERS Recruitment

If you would like tailored salary advice or are considering a new opportunity, please contact me on 07568 490452 for a confidential discussion

Thank you to everyone who contributed to this year's survey.

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