

UK FM & Built Environment Salary Report 2026

Based on 300 North's 2026 candidate survey, benchmarked against current UK market data

300NORTHRECRUIT.CO.UK

A word from our founders

Every year we speak to hundreds of people working across facilities management and the wider built environment, and this report is our way of putting some real numbers behind those conversations.

We surveyed our candidate network in 2026, covering everything from site managers and facilities coordinators through to contract managers, operations directors and PFI/PPP professionals. What came back confirms what we're hearing on calls every single day. Good people are hard to find, pay is moving, and a lot of experienced professionals still feel they're not being paid what the market actually says they're worth.

The picture isn't the same everywhere. London and the South East continue to command a premium, but so does the South West, where demand for senior operational and PFI talent is outstripping supply. Specialist skills, particularly around PFI and SPV contracts, fire safety and compliance, are attracting some of the sharpest pay growth we've seen in years.

We built this report to give employers a clearer, more honest benchmark to hire against, and to give candidates a proper sense of where they sit in the market. If you're trying to work out whether you're paid fairly, or whether your next hire is priced right, We hope this helps.

As always, if you want to talk any of this through, our team is here.



Michelle Connolly
Co-Founder, 300 North



Paul Connolly
CEO, 300 North

Executive Summary

300 North Candidate Survey

Professionals working across FM, PFI/PPP and the wider built environment shared their views on pay in our July 2026 candidate survey. Here's the headline picture.

34.5%

Cite candidate shortage as the top driver of pay growth

34.5%

Say they're paid below market rate

70%

Received a pay rise in the last 12 months

51%

Have flexible or remote working as part of their package

Key Themes



Candidate shortage is the single biggest driver of pay growth. More respondents pointed to a shortage of good people (34.5%) than to cost of living pressure (21.8%) as the reason salaries are moving, a clear signal that this is a supply problem, not just an inflation problem.



There's a real perception gap on pay. 34.5% believe they're paid below market rate, against only 9.4% who think they're paid above it, even though 70% had some form of increase in the last 12 months. Pay is moving, but not always fast enough to shift how people feel about it.



The regional picture isn't a simple London-versus-everywhere-else story. London & the South East average £71,945, but the South West average is higher still at £81,464, driven by strong demand for senior operational and PFI talent. The North of England, Midlands and Scotland all sit below the national average of £63,526.



PFI, PPP and SPV specialists continue to command a clear premium over general FM roles at equivalent seniority, reflecting how few people have genuine experience managing these contracts.



Compliance and fire safety is the space to watch. Demand and pay for Fire Risk Assessors and compliance professionals has moved up sharply since the Building Safety Act, and this report reflects current market rates for these roles.



Benefits are inconsistent. Flexible working (51%) and car allowance (49%) are the most common benefits, but well under half of respondents receive enhanced pension or life assurance, and 16% receive no benefits at all, mostly among contractors and the self-employed.

Methodology

This report combines two sources of data.



300 North's July 2026 candidate survey: current base salary, total package, benefits, and views on pay and the market, gathered from professionals working across FM, PFI/PPP, projects, compliance, surveying and engineering.



Current UK market data: for roles and specialisms where survey responses were too few to benchmark reliably on their own, particularly senior PFI/SPV, compliance and surveying roles, figures have been cross-checked against published 2026 UK recruitment and salary market data.



Regional ranges are built from a pay index derived from the survey (indexing each region against the national average base salary), applied consistently across every role. London & the South East and the South West sit above the national average; the North of England, Midlands and Scotland sit below it. Wales has been folded into the national benchmark rather than reported as a standalone region.



Figures represent base salary only and exclude bonus, car allowance and other benefits unless stated. Ranges reflect typical market rates for each role at standard levels of seniority within that title; actual pay will vary with site complexity, contract value, sector and individual experience.

Salary Benchmarks by Role & Region



Operations & Leadership

Covers the operational and senior leadership tier across FM, PPP and SPV structures, from site-level operations management through to Director level.

Role	London & SE	South West	Midlands	North of England	Scotland
Operations Manager	£56,000–£71,500	£57,000–£72,500	£46,500–£59,500	£45,000–£57,500	£44,500–£57,000
Senior / Regional Operations Manager	£71,000–£91,000	£72,500–£92,500	£59,000–£75,500	£57,500–£73,500	£56,500–£72,500
Operations Director	£91,500–£117,000	£93,000–£119,000	£76,000–£97,500	£73,500–£94,000	£73,000–£93,000
General Manager / SPV General Manager	£95,000–£120,000	£91,000–£116,500	£80,000–£100,000	£80,000–£98,000	£71,500–£91,000
Head of Facilities / Corporate FM Lead	£88,500–£113,000	£90,000–£115,000	£73,500–£94,000	£71,500–£91,000	£70,500–£90,000
Director / CEO / BD Director	£107,000–£136,500	£108,500–£139,000	£89,000–£113,500	£86,000–£110,000	£85,000–£108,500

Base salary, annual, GBP. See Methodology for how regional ranges are calculated.

Salary Benchmarks by Role & Region



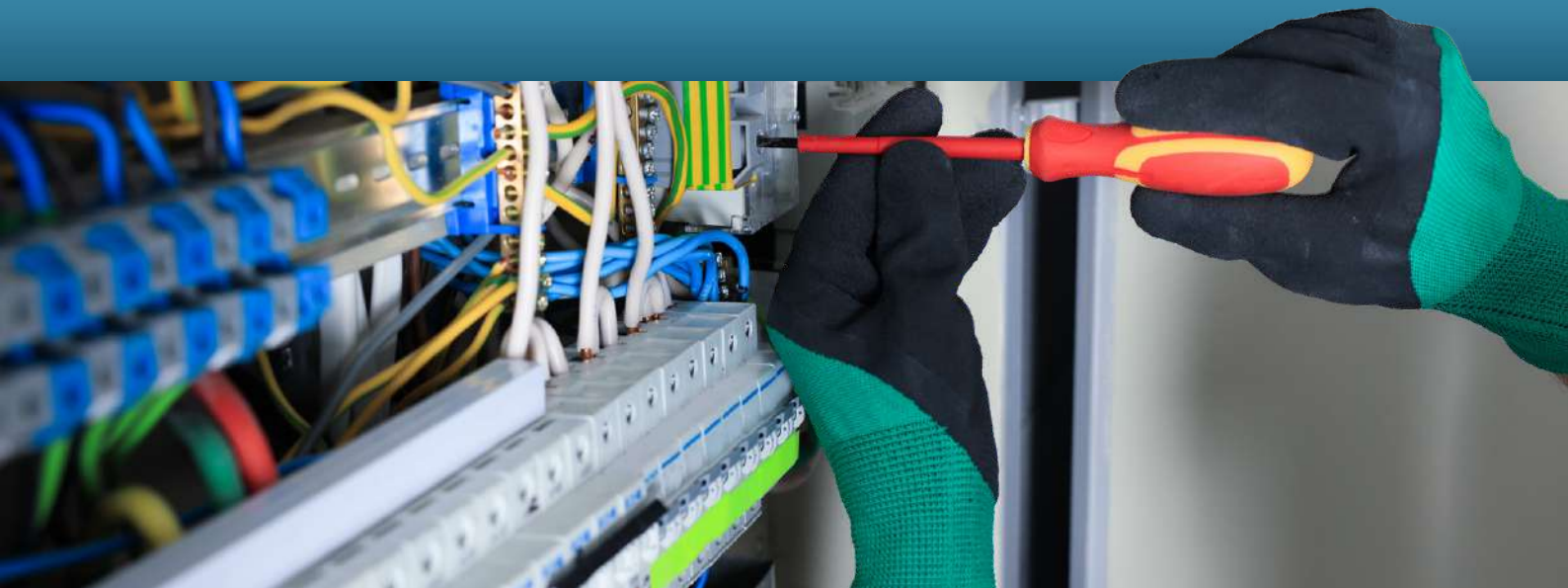
Contract & Commercial Management

The commercial engine of FM delivery, responsible for contract performance, client relationships and P&L across single and multi-site portfolios.

Role	London & SE	South West	Midlands	North of England	Scotland
Contract Manager (FM)	£65,000–£85,000	£70,500–£90,000	£57,500–£73,500	£52,000–£68,000	£55,000–£70,500
Commercial Manager	£75,000–£100,000	£70,500–£90,000	£57,500–£73,500	£62,000–£82,000	£55,000–£70,500
Senior Commercial Manager	£95,000–£120,000	£97,000–£122,000	£82,500–£102,500*	£80,000–£100,000	£79,000–£99,000*
Commercial Director	£120,000–£160,000	£122,000–£163,000	£104,000–£135,000	£100,000–£130,000	£99,000–£129,000
Account Manager / Director	£83,500–£106,500	£85,000–£108,500	£69,500–£88,500	£67,000–£86,000	£66,500–£85,000

Base salary, annual, GBP. See Methodology for how regional ranges are calculated.

Salary Benchmarks by Role & Region



Facilities & Estates Management

Day-to-day estate and building management, from coordinator level through to Head of Estates.

Role	London & SE	South West	Midlands	North of England	Scotland
Facilities Coordinator / Officer	£36,500–£47,000	£37,500–£47,500	£30,500–£39,000	£29,500–£37,500	£29,000–£37,500
Facilities Manager	£59,000–£75,500	£60,000–£76,500	£42,000–£62,500	£42,000–£60,500	£42,000–£60,000
Head of Estates / Estates Manager	£86,500–£110,500	£88,000–£112,500	£72,000–£92,000	£69,500–£89,000	£69,000–£88,000

Base salary, annual, GBP. See Methodology for how regional ranges are calculated.

Salary Benchmarks by Role & Region



Projects & Programme Delivery

Capital works, lifecycle replacement and planned maintenance programme roles, from Site Manager through to Project Director.

Role	London & SE	South West	Midlands	North of England	Scotland
Project / Programme Manager	£56,000–£71,500	£57,000–£72,500	£46,500–£59,500	£45,000–£57,500	£44,500–£57,000
Senior Project Manager	£81,500–£104,000	£83,000–£106,000	£67,500–£86,500	£65,500–£85,000	£65,000–£85,000
Project Director / Head of Projects	£112,000–£143,000	£114,000–£145,500	£80,000–£115,000	£80,000–£115,000	£75,000–£114,000
Site Manager / Site Agent	£58,000–£74,000	£59,000–£75,500	£48,000–£61,500	£46,500–£59,500	£46,000–£59,000

Base salary, annual, GBP. See Methodology for how regional ranges are calculated.

Salary Benchmarks by Role & Region



PFI / PPP / SPV Specialists

300 North's specialist niche. Roles sitting inside PFI contracts and Special Purpose Vehicles, where pay consistently sits above the broader FM market.

Role	London & SE	South West	Midlands	North of England	Scotland
PFI Operations Manager	£79,500–£101,500	£80,500–£103,000	£66,000–£84,500	£64,000–£81,500	£63,000–£80,500
PFI / SPV Contract Manager	£79,500–£101,500	£80,500–£103,000	£66,000–£84,500	£64,000–£81,500	£63,000–£80,500
PFI / SPV Asset Manager	£86,500–£110,500	£88,000–£112,500	£72,000–£92,000	£69,500–£89,000	£69,000–£88,000
SPV General Manager	£95,000–£120,000	£93,000–£119,000	£80,000–£100,000	£80,000–£98,000	£73,000–£93,000
PFI Contract Director / Project Director	£107,000–£136,500	£108,500–£139,000	£89,000–£113,500	£86,000–£110,000	£85,000–£108,500
Lifecycle Manager	£75,000–£95,000	£76,000–£96,500	£64,000–£82,000	£60,000–£75,000	£58,000–£73,000
Performance Manager (PFI)	£70,000–£85,000	£71,000–£86,500	£61,000–£76,500	£60,000–£75,000	£58,500–£73,000
Technical Manager (PFI)	£80,000–£100,000	£81,000–£101,500	£69,000–£87,000	£65,000–£80,000	£63,500–£78,000

Base salary, annual, GBP. See Methodology for how regional ranges are calculated.

Salary Benchmarks by Role & Region



Compliance, Fire Safety & Risk

Fire safety and regulatory compliance roles, an area of growing demand and rising pay since the Building Safety Act and post-Grenfell reforms.

Role	London & SE	South West	Midlands	North of England	Scotland
Fire Risk Assessor	£42,500–£54,500	£43,500–£55,500	£35,500–£45,500	£34,500–£44,000	£34,000–£43,500
Compliance / QSHE Manager	£59,000–£75,500	£60,000–£76,500	£49,000–£62,500	£47,500–£60,500	£47,000–£60,000
Head of Technical & Compliance	£89,500–£114,500	£91,000–£116,500	£74,500–£95,000	£72,000–£92,000	£71,500–£91,000

Base salary, annual, GBP. See Methodology for how regional ranges are calculated.

Salary Benchmarks by Role & Region



Surveying

Building and quantity surveying roles supporting capital works, lifecycle planning and PFI handback across the built environment.

Role	London & SE	South West	Midlands	North of England	Scotland
Quantity Surveyor	£56,000–£71,500	£57,000–£72,500	£46,500–£59,500	£45,000–£57,500	£44,500–£57,000
Chartered Building Surveyor	£69,000–£88,500	£70,500–£90,000	£57,500–£73,500	£60,000–£75,000	£55,000–£70,500
Asset / Lifecycle Surveyor	£69,000–£88,500	£74,500–£95,000	£61,000–£78,000	£59,000–£75,500	£58,500–£74,500

Base salary, annual, GBP. See Methodology for how regional ranges are calculated.

Salary Benchmarks by Role & Region



Engineering, Maintenance & Technical

Hard services and technical maintenance roles that keep buildings and estates running day to day.

Role	London & SE	South West	Midlands	North of England	Scotland
Building Services / M&E Engineer	£44,500–£57,000	£45,500–£58,000	£37,000–£47,500	£36,000–£46,000	£35,500–£45,500
Electrician	£51,000–£65,000	£51,500–£66,000	£42,500–£54,000	£41,000–£52,500	£40,500–£51,500
Mechanical / Gas Engineer	£48,000–£61,000	£48,500–£62,000	£40,000–£51,000	£38,500–£49,000	£38,000–£48,500
Maintenance Manager	£54,000–£69,000	£55,000–£70,000	£45,000–£57,500	£43,500–£55,500	£43,000–£55,000

Base salary, annual, GBP. See Methodology for how regional ranges are calculated.

Benefits & package landscape

Base salary is only part of the picture. Here's what respondents told us about the wider package.

Benefit	% of respondents receiving
Flexible / remote working	51%
Car allowance / company car	49%
Enhanced pension (above 5%)	44%
Life assurance	44%
Private healthcare	43%
Annual bonus	42%
Professional development / training budget	38%
None of the above	16%

Employment type	% of respondents
Permanently employed	78.8%
Freelance / contractor	12.4%
Fixed-term contract	6.5%
Director / business owner	2.4%

Movement	% of respondents
Increase, in line with inflation	32.9%
No change	27.6%
Increase, above inflation	22.9%
Increase, below inflation	14.1%
Salary was reduced	2.4%

About



300 North is a specialist recruitment partner across Facilities Management, PFI/PPP, projects, compliance, surveying and the wider built environment. We work with clients and candidates across the UK, from site-based technical roles through to director and board-level appointments.

If you're benchmarking a role, planning a hire, or simply want to know where you sit in the market, get in touch with the team.



300NORTHRECRUIT.CO.UK