

Pay & Benefits

in the Rail Sector



Access to Market Practice

In these challenging market conditions employers need to ensure their HR policies and practices remain practical and relevant. Having access to up-to-date market best practice in the sectors in which you operate is therefore essential.

PAYdata is the leading provider of salary and benefits market data to the construction industry. Since 2002 PAYdata has worked in partnership with many of the key UK construction employers to help them exchange information on employee terms and conditions in a robust, confidential and legal manner.

We currently run surveys in the following sectors:

- ◆ Building
- ◆ Civil Engineering
- ◆ Facilities/Asset Management
- ◆ Mechanical & Electrical/Fit-Out
- ◆ Housebuilding



All these surveys have one thing in common - they are designed by the participating organisations to fulfil their sector-specific benchmarking needs. This means agreeing the jobs that are covered by the survey, the information that is collected, and from which organisations. As a result, our customers tell us their survey reports are an invaluable source of market data, and a key input into making pay decisions.

Our customers include:

- ◆ Amey
- ◆ Atkins
- ◆ Balfour Beatty
- ◆ BAM
- ◆ Carillion
- ◆ Costain
- ◆ Dalkia
- ◆ EMCOR
- ◆ Kier
- ◆ Laing O'Rourke
- ◆ McNicholas
- ◆ N G Bailey
- ◆ Skanska
- ◆ Vinci Taylor Woodrow
- ◆ Volker Fitzpatrick

Pay & Benefits in the Rail Sector

Our customers tell us that Rail is a sector with a considerable lack of benchmarking data available, leaving them to struggle to source any reliable market information.

PAYdata has worked in partnership with key Rail employers and has developed an exclusive new salary survey of the following sectors:

- ◆ Civil Engineering
- ◆ Maintenance
- ◆ Signalling
- ◆ Power / Electrical
- ◆ Track
- ◆ Telecoms
- ◆ Cabling



Data collection is quick and simple...

Participants can either complete an easy-to-use spreadsheet questionnaire or provide a payroll or HR download from their own system if it is easier. A list of the roles currently covered by the survey is included overleaf.

Personalised and timely reports...

After initial data population, post-review salaries are then collected from participants so that the survey database can be kept up-to-date all year round. This enables participants to draw down their personalised survey report at a time that suits them.

Designed for Rail employers, the sector-specific survey results are individually produced to make them simple to interpret and easily enable participants to compare their pay to the market.

Fees

The annual subscription for this highly customised solution is £700 +VAT. During the subscription period participants can request a report update at any time during the year.

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Survey Jobs

The following Rail roles are covered by the survey:

Project Management

- ♦ Project Engineer
- ♦ Project Manager
- ♦ Programme Manager / Senior Project Manager
- ♦ Programme / Projects Director

Site Management

- ♦ Supervisor / Foreman / Site Agent
- ♦ Site / Construction Manager
- ♦ Senior Site / Construction Manager
- ♦ Superintendent / Assistant Site / Construction Manager

Engineering

- ♦ Technician
- ♦ Graduate Trainee
- ♦ Engineer (Not Chartered)
- ♦ Chartered / Senior Engineer
- ♦ Engineering Manager
- ♦ Principle Engineer

CAD Engineering

- ♦ CAD Operator / Engineer
- ♦ Senior CAD Operator / Engineer
- ♦ CAD Manager

Planning

- ♦ Planning Engineer, Planner, Estimator
- ♦ Planning Manager, Specialist Planner
- ♦ Project Control Manager
- ♦ Senior Planning Engineer, Senior Planner, Senior Estimator

Commercial

- ♦ Assistant Quantity Surveyor
- ♦ Quantity Surveyor
- ♦ Senior Quantity Surveyor
- ♦ Commercial Manager
- ♦ Senior Commercial Manager
- ♦ Commercial Project / Sector Director

Operations & Support

- ♦ SHE Advisor
- ♦ SHE Engineer / Senior SHE Advisor
- ♦ SHE Manager
- ♦ Quality / Compliance Advisor
- ♦ Senior Quality / Compliance Advisor, Quality Engineer
- ♦ Quality / Compliance / Assurance Manager

If you would like to participate or require additional information please...

call Tim Kellett on 01733 364070
or email him via timk@paydata.co.uk

