



MARINE INDUSTRY SALARY SURVEY

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MARINE RESOURCES

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The research surveyed five marine sectors, with 250 business types identified and 1,715 job titles recorded. The survey received data relating to 4,665 respondents within the marine industry, covering both employers and employees.

WELCOME

“ As recruitment specialists, our purpose is clear – we help people and organisations fulfil their unique potential. For the marine industry to grow and reach its own potential, every business has to play its role in pursuing positive change – change that genuinely benefits everyone. It’s with this in mind that we established the Marine Industry Salary Survey, and why we are delighted to be able to share with you today the insights that we’ve uncovered.

People are quite literally at the heart of everything we do. From the graduate looking for their first role in the industry, to the experienced hiring manager looking for support, to the MD who understands that finding the right people is key to realising their business objectives, we fulfil the role of trusted advisors, helping candidates achieve their career aspirations and empowering businesses with exceptional teams.

We do this with a culture of honesty and respect, backed by our industry knowledge and experience, which ensures that candidates and clients alike trust the advice we provide and know that it is based on real intelligence. Establishing and maintaining these relationships is key to our business, but maintaining this deep level of industry understanding is equally vital.

We are experts in the disciplines we recruit for, and initiatives like the salary survey enable us to provide real insights into hiring, and market and salary trends on a national, regional and local basis. This sets us apart from the competition and helps us remain a trusted recruitment partner to many of the world’s leading marine businesses.

James Ward, MD Marine Resources



OUR METHODOLOGY

The Marine Industry Salary Survey was conducted via a web-based survey platform, and was open for entries for approximately 11 weeks, from 1st August to 20th October, 2019. The research surveyed five marine sectors, with 250 business types identified and 1,715 job titles recorded.

Participation in the survey was voluntary and the survey was promoted via email, across social media, at events, by industry press, and through channels managed by the survey’s partners, Maritime UK and British Marine.

The survey received data relating to 4,665 respondents

within the marine industry, covering both employers and employees, and all the responses were from those residing in the United Kingdom. In total, **the survey produced over 50,000 data points** from which key information and insights have been extracted and subsequently presented in this report.

Employees were asked to provide responses to 21 questions

, all relating to their employment, remuneration, and opinions of working within the marine industry. The responses were filtered to eliminate duplicate, erroneous or misleading responses, and all published results have been anonymised, removing any identifiable information. Not every participant provided all of the information requested. If the participant provided income data, plus information concerning at least one demographic characteristic, the response was included in the study.

Employers were asked to answer 19 questions relating to the roles they recruit for, the levels of remuneration they offer for specific roles, geographical spread of employment, their experiences of filling specialist positions, and the key challenges they face. Employers were also asked to upload a separate file detailing all recently recruited roles. All information from employers has also been anonymised, removing any identifiable data.

The survey was developed and managed by Marine Resources with analysis of the results provided by an external analyst. Marine Resources would like to thank Maritime UK and British Marine for their support in the development of the survey and for promoting it to their members.

THE IMPORTANCE OF SALARY BENCHMARKING

Salary benchmarking has been one of the most critical parts of our survey, enabling us to compare the pay and opinions of both employers and employees within the marine industry across all five sectors.

Benchmarking salaries is critical for the future of the industry as it helps to prevent the loss of employees to competitors offering better packages. It also allows organisations to clearly see how competitive they are within the current marketplace and keep stakeholders up to date with the latest salary trends in their sector.

“ Lots of demand, plenty of work home and abroad.

KEY FINDINGS

Within this report we explore the intelligence uncovered by the research. The analysis has been structured to detail key findings – specific to both employees and employers separately – across the following chapters. However, looking at the survey in its entirety, it has been possible to extrapolate a number of insights that transcend employees and employers.

Experience pays dividends in some sectors

When reviewing salaries by age, the survey reveals that average income increases consistently between the ages of 18 and 44. However, industry employees aged 45 and over face a more complicated employment landscape, with those in the leisure sector seeing their earning decrease, whereas those in the superyacht and maritime sectors see their earning potential continue to grow. The picture within the offshore and commercial sectors is even more complex, with average wages decreasing for those aged 45–54, and increasing again for respondents aged 55–64.

Salaries reveal a mixed bag

When looking at salaries across the five sectors of the marine industry, the average level of annual remuneration of those questioned was calculated as

£38,660 (male overall average salary: £39,650; female overall average salary: £35,790).

“ The marine industry is great, but I think the wages don’t always reflect the skill level.

The most recent information from the Office of National Statistics provisional update of the UK Average Salary 2019 revealed that the average full-time salary across the country is £36,611.

At face value, this demonstrates a 5.3% premium for marine industry employees. However, the dominance of the South East and South West in marine industry employment, and higher wages paid across the region, must be taken into consideration. A more detailed breakdown of salaries can be found within the relevant sections of this report.

The grass isn’t always greener

For marine-related businesses looking to recruit from outside the industry, finding the right specialist candidates presents a serious challenge, with 92% of those surveyed saying it was difficult to attract specialist candidates from other industries.

Marine employers rate engineering as the most difficult role to recruit for, with 17.5% of those surveyed commenting that they struggled to fill vacancies of this type most often. Engineering roles were also the most in demand (37.01%), followed by design and technical roles (27.80%).

“ It is not a visible industry to general public. If you recruit from within you get very poor skill level, lots of bad practice – ‘we’ve always done it that way’ comes up for ever. I always recruit from outside.

Superyacht sector leads the pay for technical roles

Reviewing the data specifically for technical and specialist roles reveals a mixed picture across the industry. Within the five sectors that the

survey explored, several are non-competitive when compared with other marine sectors and the UK as a whole.

“ There is such a big pay and qualification difference between the leisure and commercial marine sectors, it makes it harder to sort out applicants’ expectations.

This can be illustrated by examining the data for engineering roles. The survey results highlight that a superyacht engineer could command an annual salary of £93,000. This is in contrast to an engineering role within the leisure marine sector, which reported an average wage of £49,000,

representing a difference of 48%, or suggesting an almost 89.7% premium for those working within the superyacht sector.

The industry is ready for a change

Highlighting the challenges that employers in the industry face retaining specific skills and experienced employees, the survey reveals that 59% of respondents would consider leaving their current role to work within another industry. Oil and Gas was the most popular alternative industry.

“ The most serious concern we have is succession planning and the lack of skill base coming into the industry.

Level of employee satisfaction was another question to reveal mixed results with respondents split. 37.98% of those questioned either disagreed or strongly disagreed with the statement “I am currently satisfied with my overall employment package”, with 30.68% either agreeing or strongly agreeing with the statement.

It's still a man's world in marine...but better than average

When it comes to pay equality, the survey reveals a more equal industry than most, but with work still to do. Of those we surveyed in permanent roles, **male respondents earnt an average salary of £39,650, compared to female average earnings of £35,790.**

Of all females who participated, the largest percentage (25%) were in the £20,000–£24,999 bracket. Of males, the largest percentage (25%) were in the £25,000–£35,000 bracket. What's more, 33.59% of females earned less than £25,000, compared to just 14.28% of males.

10% of females earnt over 55k, 25% of males earnt over 55k.

When compared to the latest pay disparity figures for the UK as a whole (17.3% for full and part-time employees combined, according to the ONS), the marine industry is ahead of the national average, with respondents highlighting an average pay disparity between men and women across all roles of 9.73%.

Source: <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>

Pay gap in permanent roles by sector

- **Leisure Marine:** £37.49k average salary (£40.35k male, £33.45k female)
- **Superyacht:** £50.75k average salary (£53.58k male, £45.21k female)
- **Commercial Marine:** £42.06k average salary (£48.13 male, £41.67 female)
- **Maritime:** £44.09k average salary (£48.96k male, £34.01k female)
- **Offshore:** £60k average salary (£60.70k male, £35,83k female)

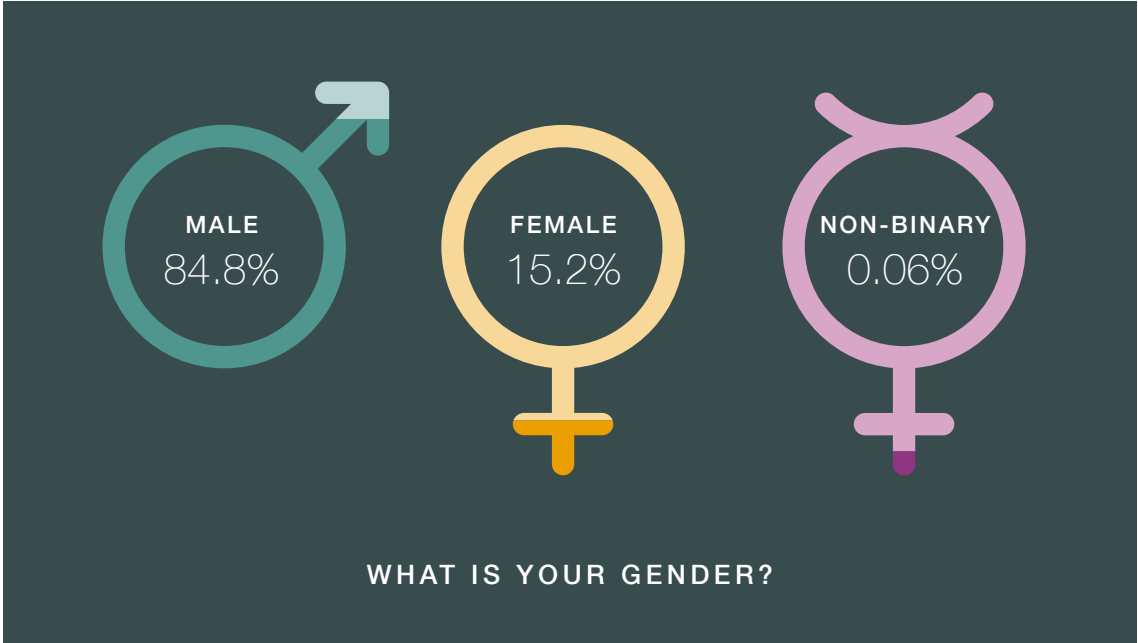
“ The maritime sector really needs to start looking outwards and paying females equal or more pay than males. Still behind the times and it should be leading the way especially in this sector as the UK is considered a leader in this area.

Key Insights For Employers

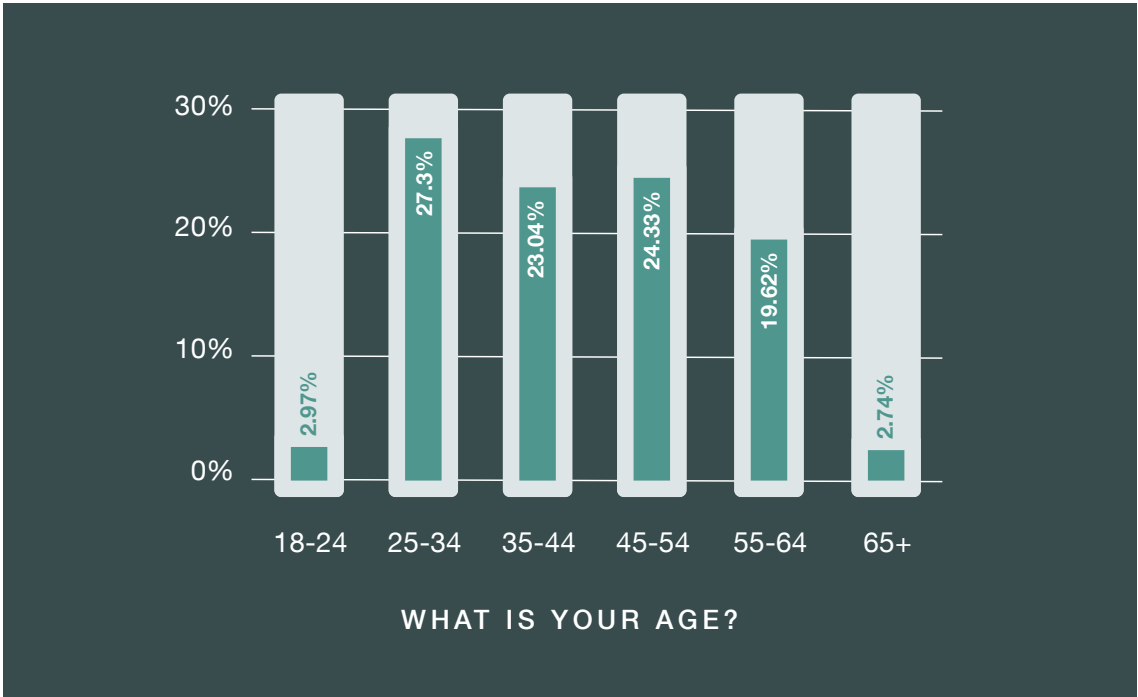
“ Although I am happy with my remuneration package in my present position, it was a long very poorly paid lifetime in the industry to get to this level. It is no surprise the industry is not attracting juniors. ”

EMPLOYEE BACKGROUND

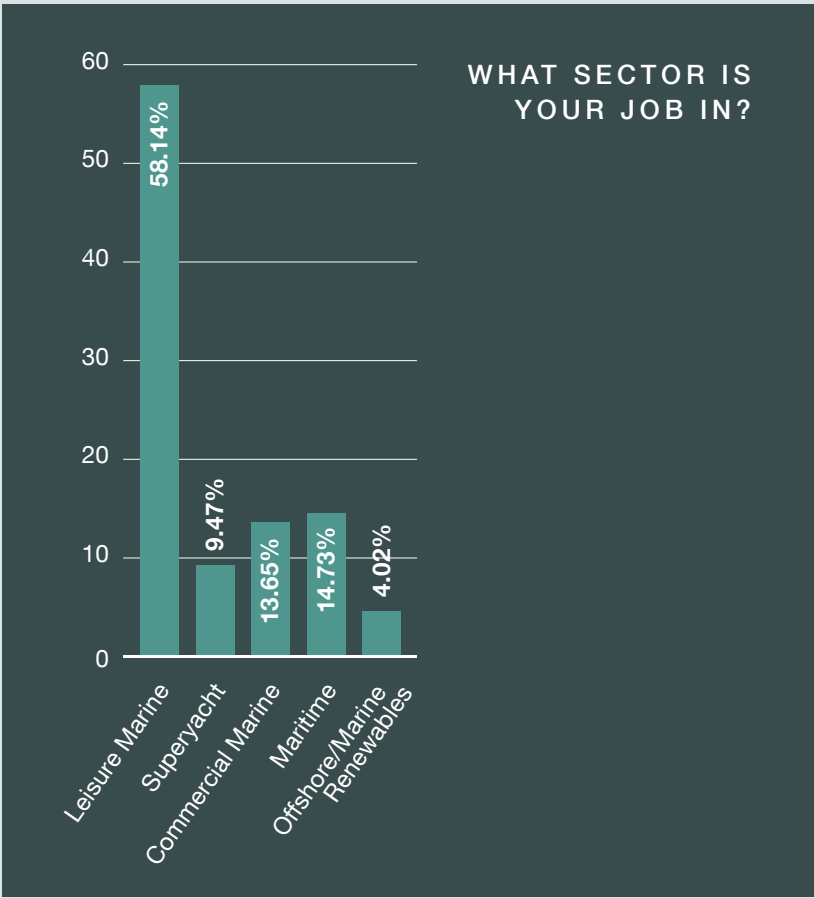
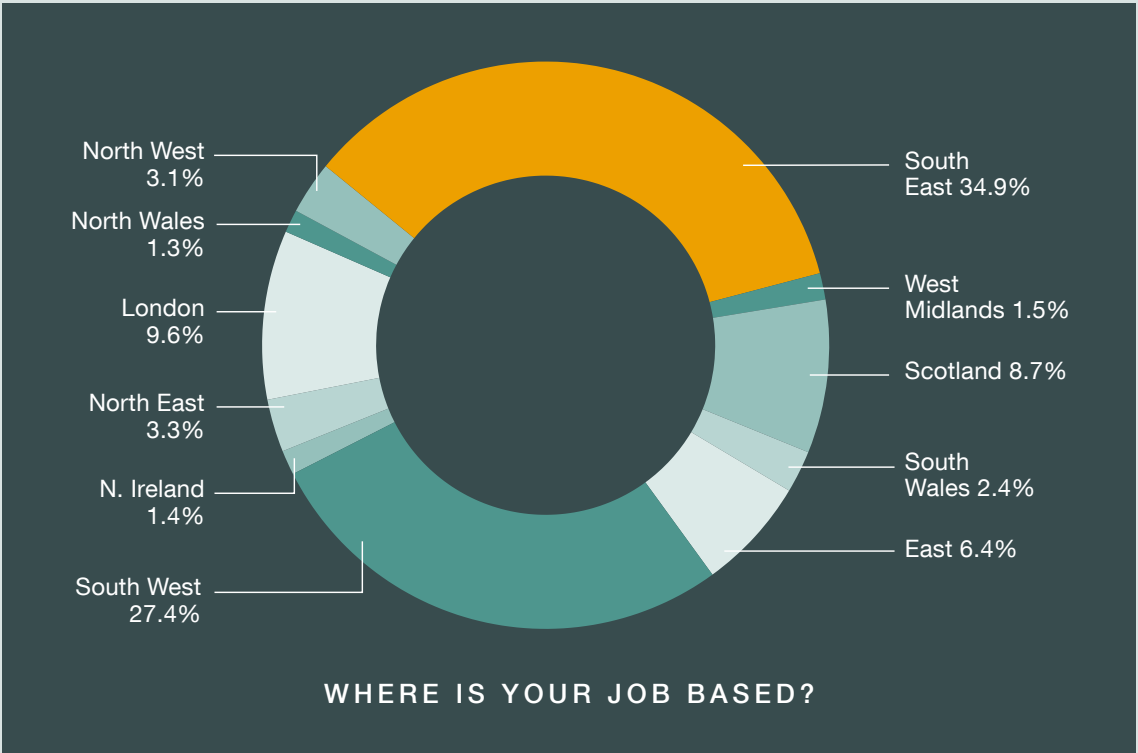
The survey suggests a significant imbalance between the sexes within the industry, with just 15.2% of those questioned recorded as female.



The survey reveals a low level of younger people entering the industry, with just 2.97% of those questioned aged below 24.



The geographical breakdown of the survey's respondents is broadly in line with expectations, with the South of the UK dominating.



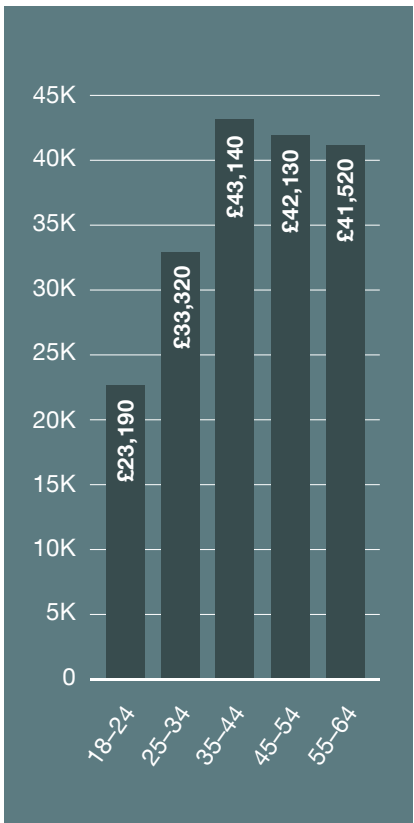
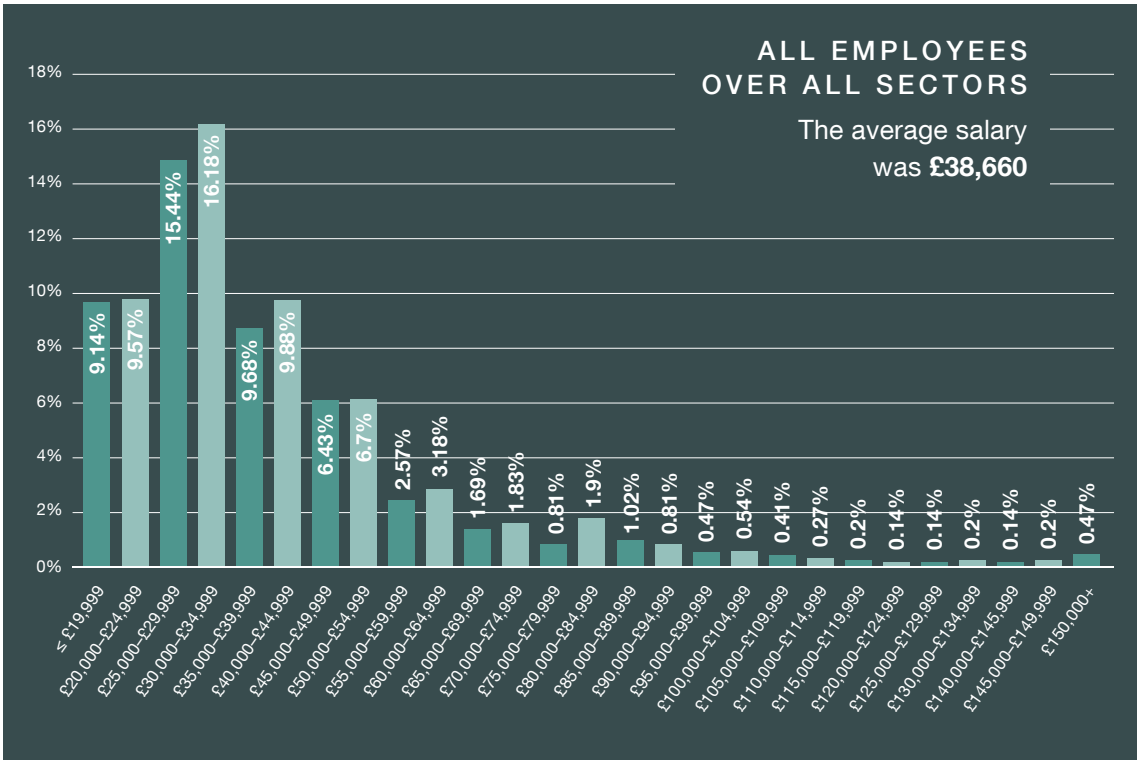
PERMANENT EMPLOYEES

In this survey, permanent employees are defined as regular employees or the directly employed, who work for an employer and are paid directly by that employer. Permanent (regular) employees do not have a predetermined end date to employment and are often eligible to switch job positions within their companies.

Permanent employees average salary data

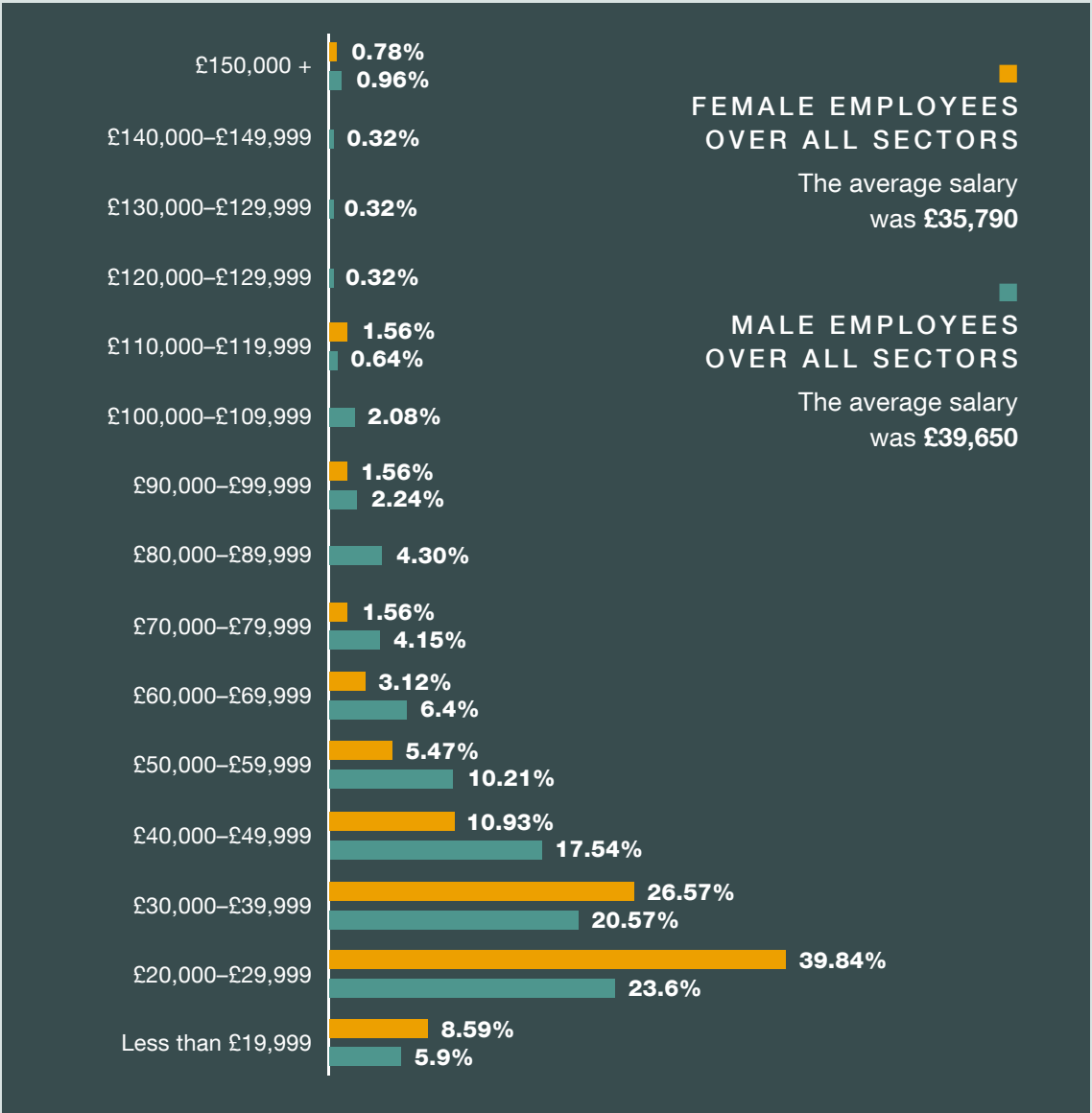
In addition to highlighting the overall gender pay gap, the results show some concerning disparities between the sexes. Of all females who participated, the largest percentage (25%) were in the £20,000–£24,999 bracket. Of males, the largest percentage (25%) were in the £25,000–£35,000 bracket. What's more, 33.59% of females earned less than £25,000, compared to just 14.28% of males.

All employee data

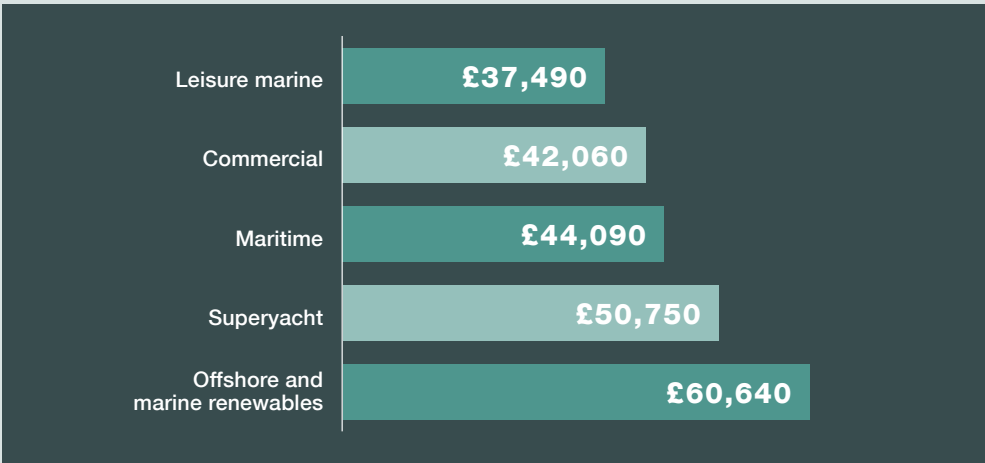


Salary breakdown by age

Male and female employee data comparison

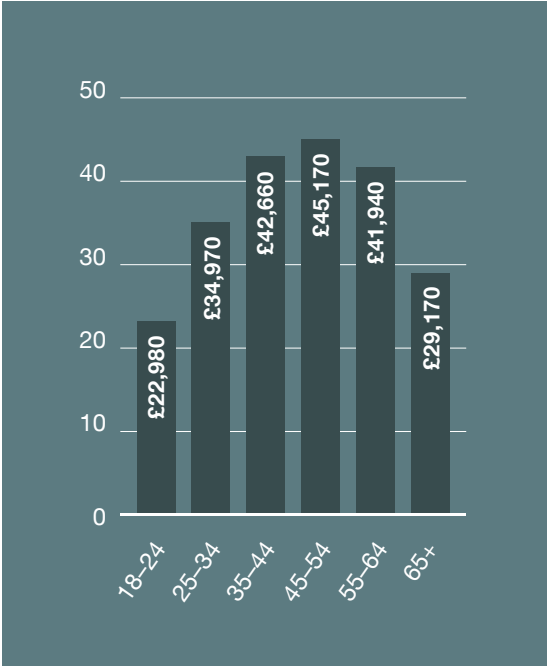


Average salary by sector (combined male/female results)



Leisure

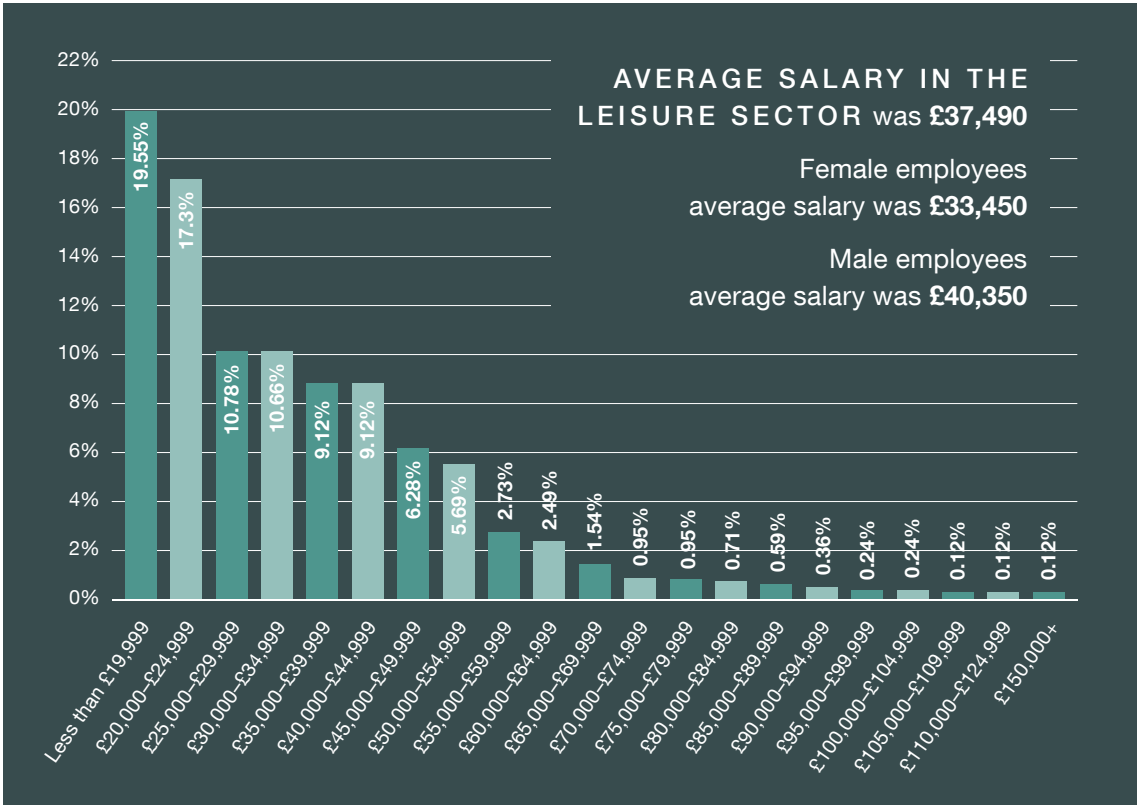
Salary breakdown by age



Job type salary breakdown

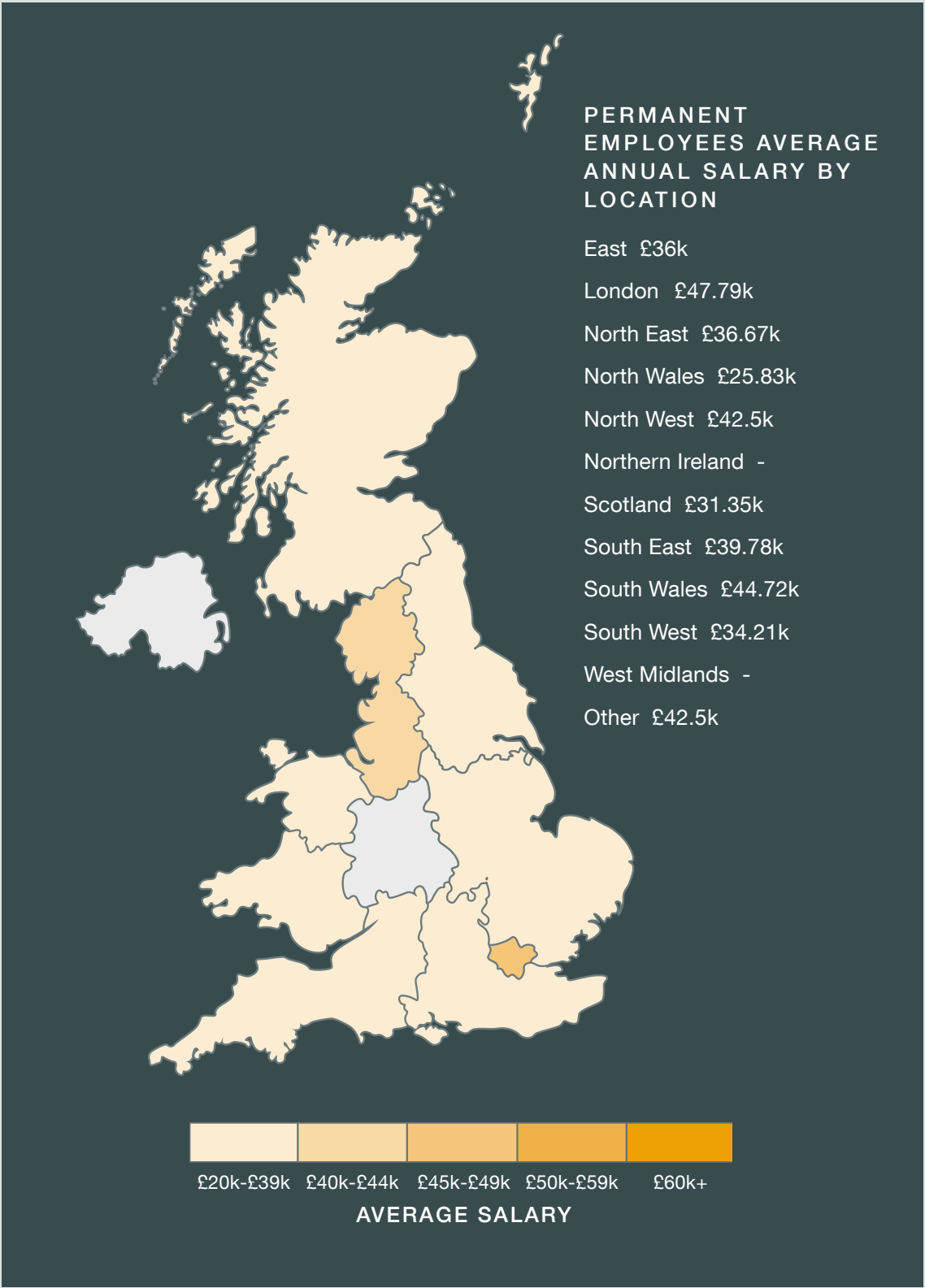
BUSINESS AREA	SALARY
Sales (equipment/ service/support)	£46.4K
Marketing	£44.3K
Design	£40.18K
Engineering/Technical	£38.01K
Yacht sales/Brokerage	£37.5K
Marina	£36.14K
Boat build, refit and repair (skilled trades)	£29.74K

Leisure marine salary breakdown



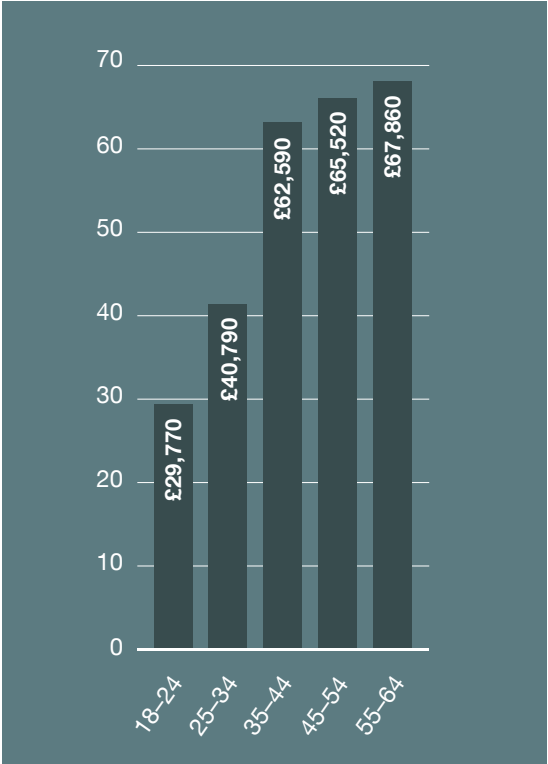
Stat: The survey reveals a 17% gender pay gap within the leisure marine industry.

Leisure marine salaries by location



Superyacht

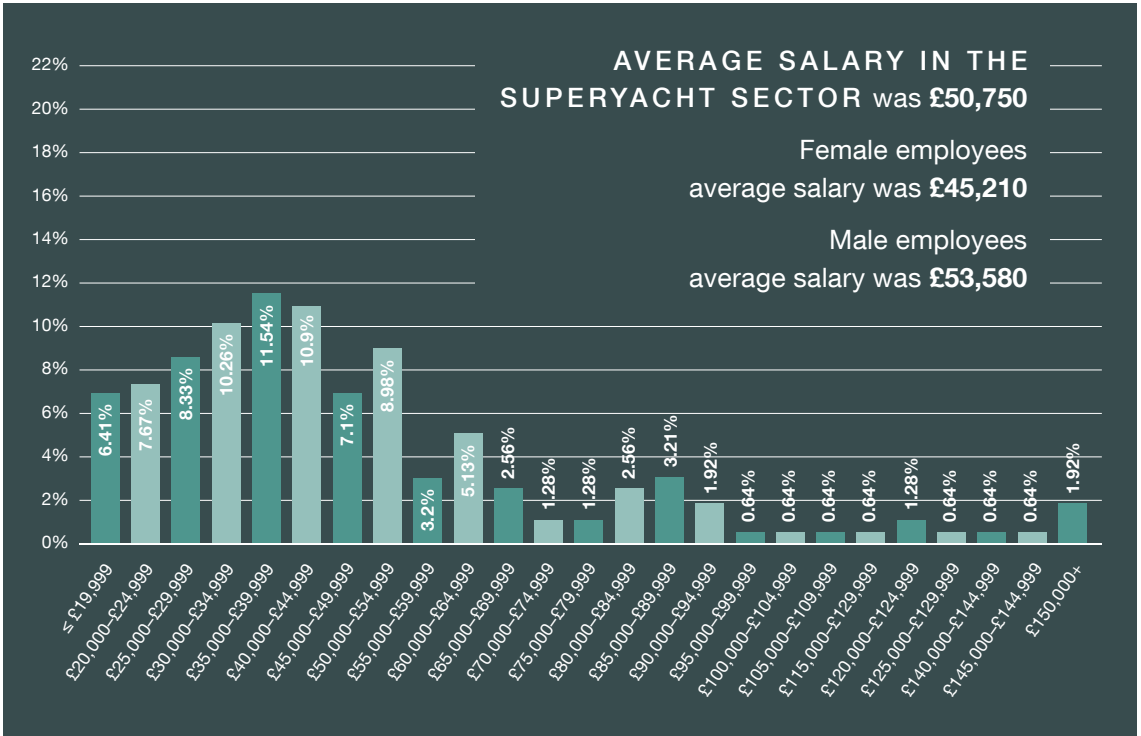
Salary breakdown by age



Job type salary breakdown

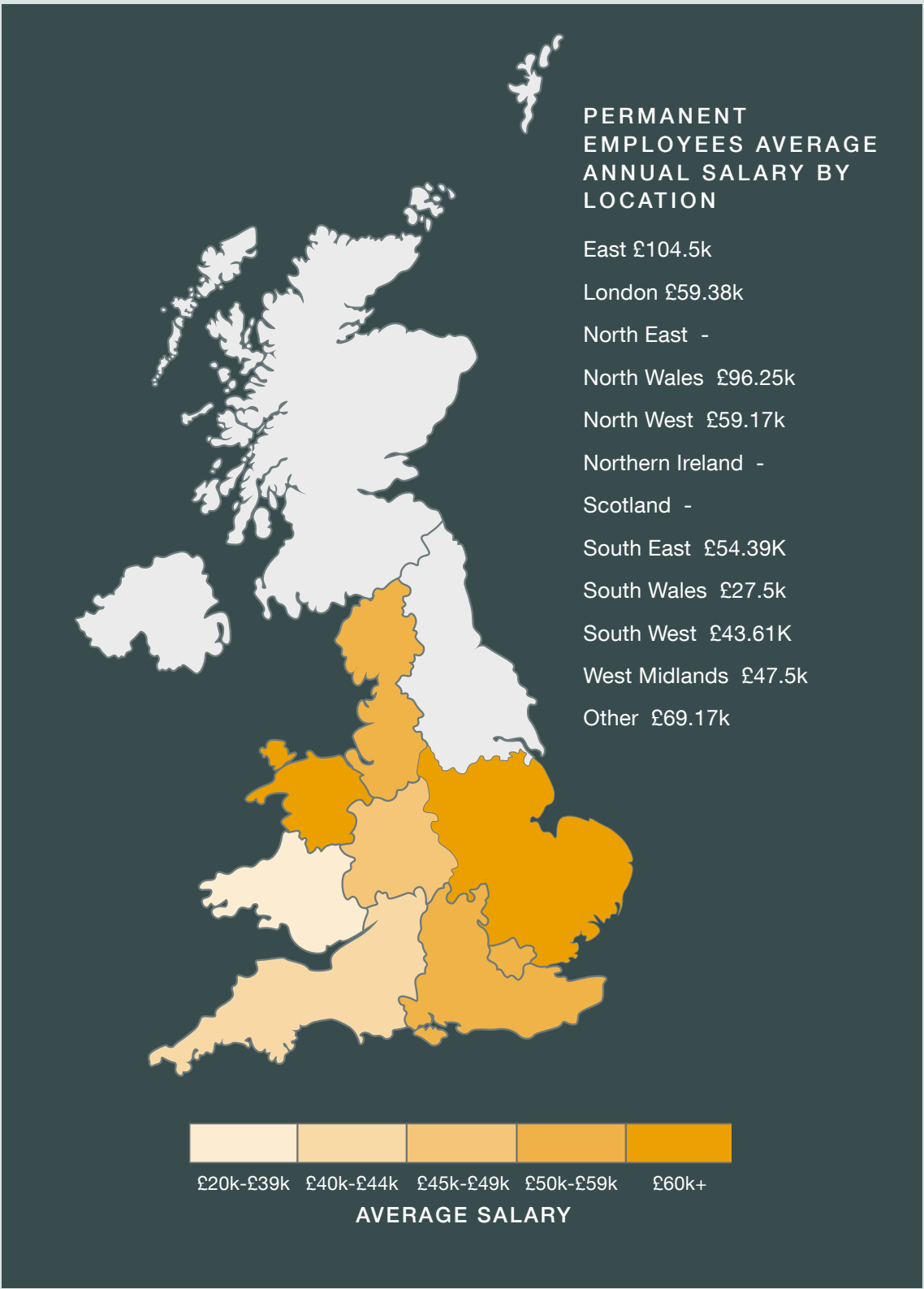
BUSINESS AREA	SALARY
Superyacht sales/ brokerage	£67.5K
Sales (equipment/ service)	£51.79K
Engineering/Technical	£50.8K
Design	£42K
Superyacht build, refit and repair (skilled trades)	£31.50K

Superyacht sector salary breakdown



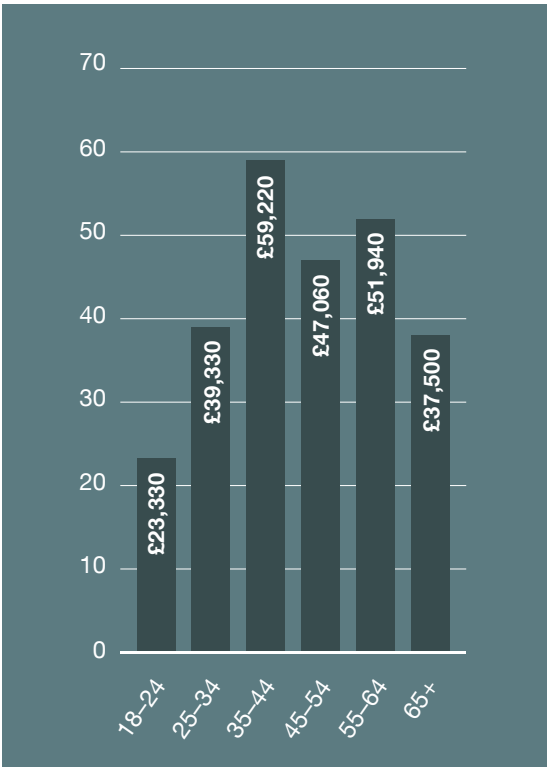
Stat: The survey reveals a 15.6% gender pay gap within the superyacht industry.

Superyacht salaries by location



Commercial

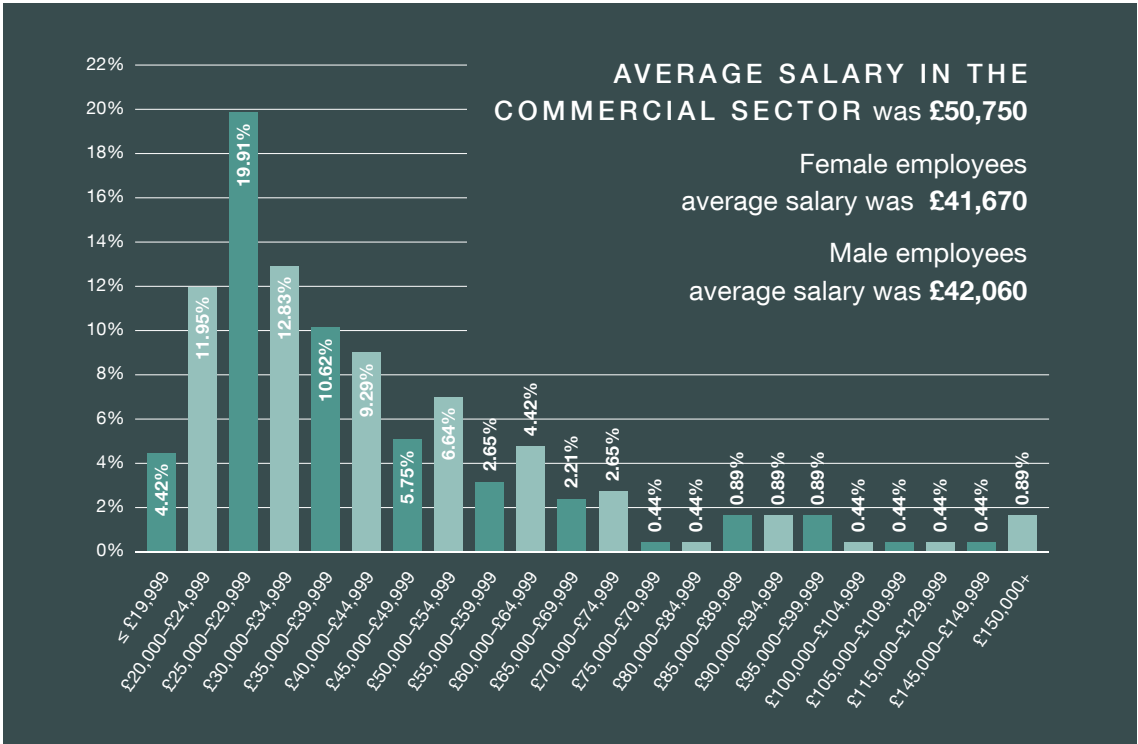
Salary breakdown by age



Job type salary breakdown

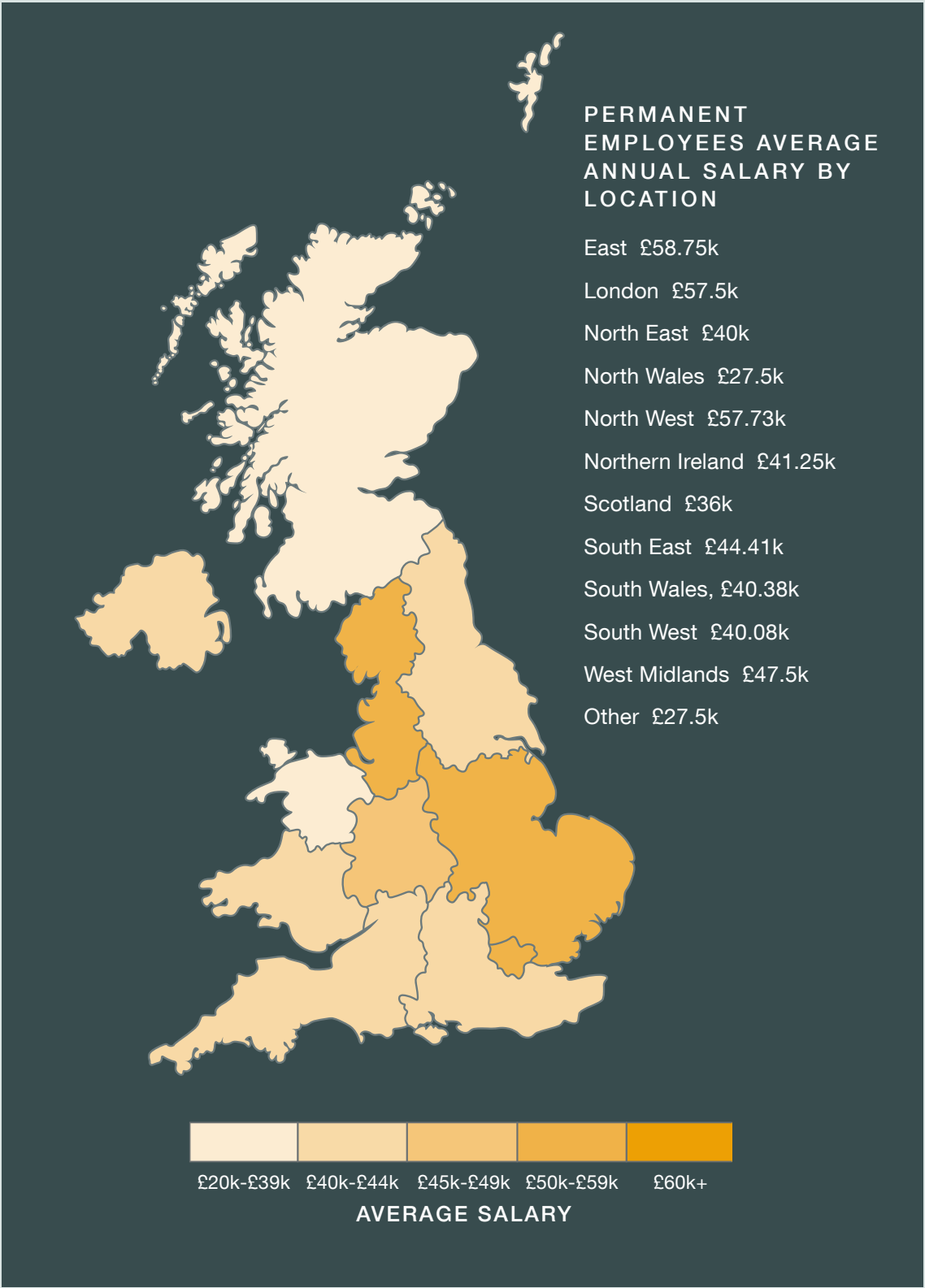
BUSINESS AREA	SALARY
Marketing	£47.83K
Vessel Sales/Brokerage	£42.5K
Design	£40K
Engineering/Technical	£38K
Sales (equipment/ service)	£35.81K
Vessel Build, Refit and Repair (skilled trades)	£29.31K

Commercial sector salary breakdown



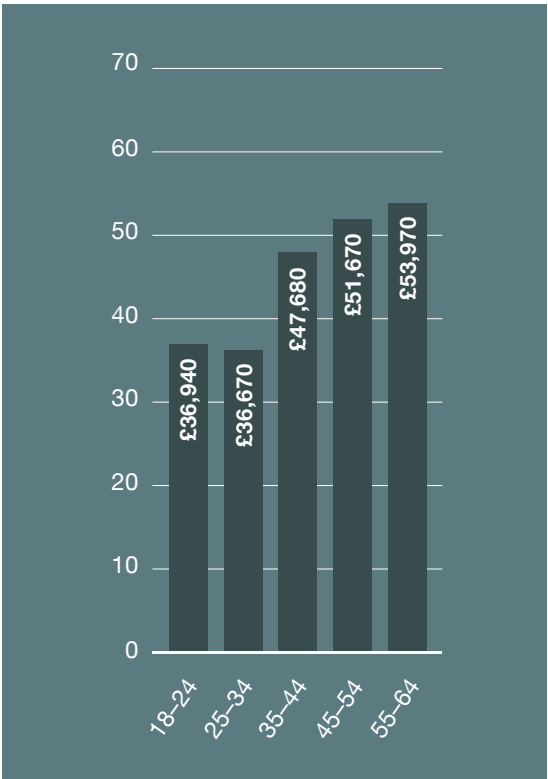
The result highlights a minimal pay gap between male and female employees.

Commercial salaries by location



Maritime

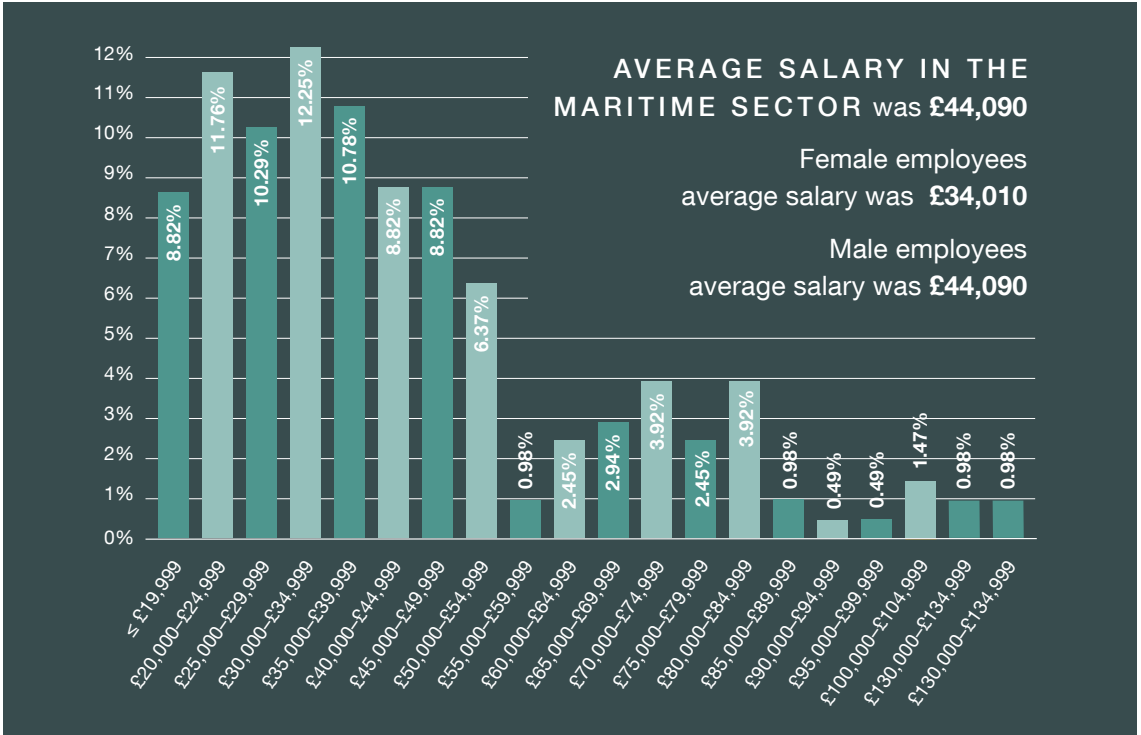
Salary breakdown by age



Job type salary breakdown

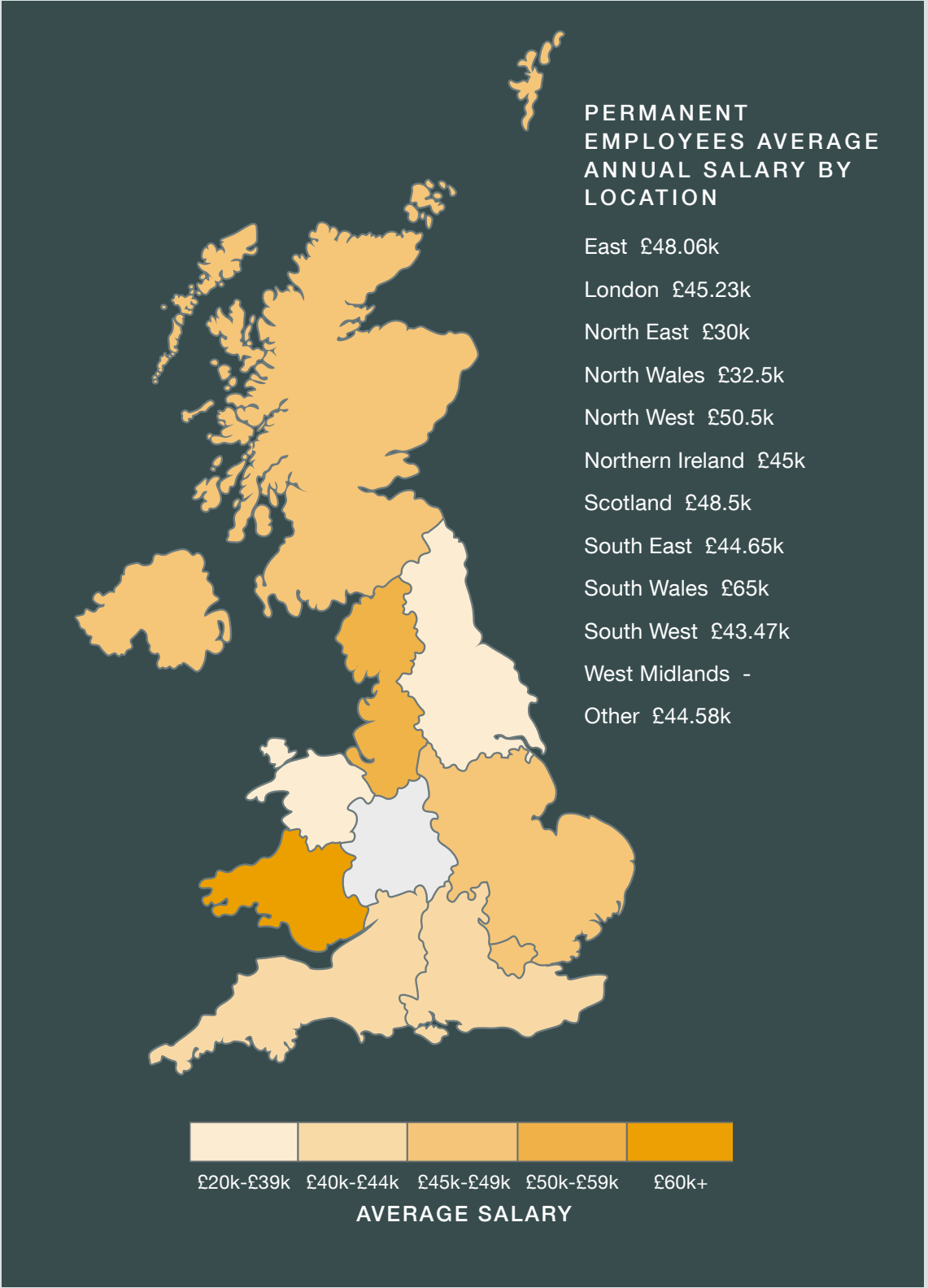
BUSINESS AREA	SALARY
Sales (equipment/ service/support)	£63.5K
Defence/Security	£53.61K
Engineering/Technical	£49.23K
Ports/Harbour or terminal	£48.37K
Cruise line	£45.96K
Autonomous	£45.55K
Logistics/Freight	£43.40K
Shipping, vessel build, refit and repair (skilled)	£29.31K

Maritime sector salary breakdown



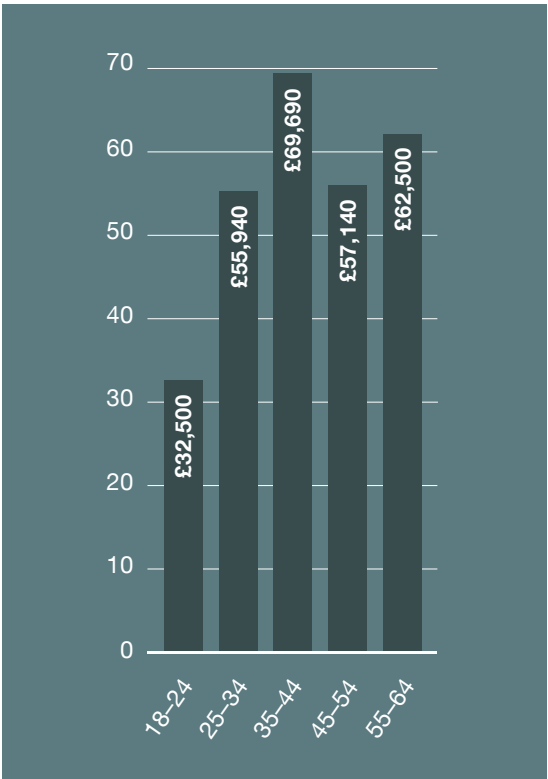
Stat: The survey suggests a 22.86% gender pay gap within the maritime sector.

Maritime salaries by location



Offshore/marine renewables

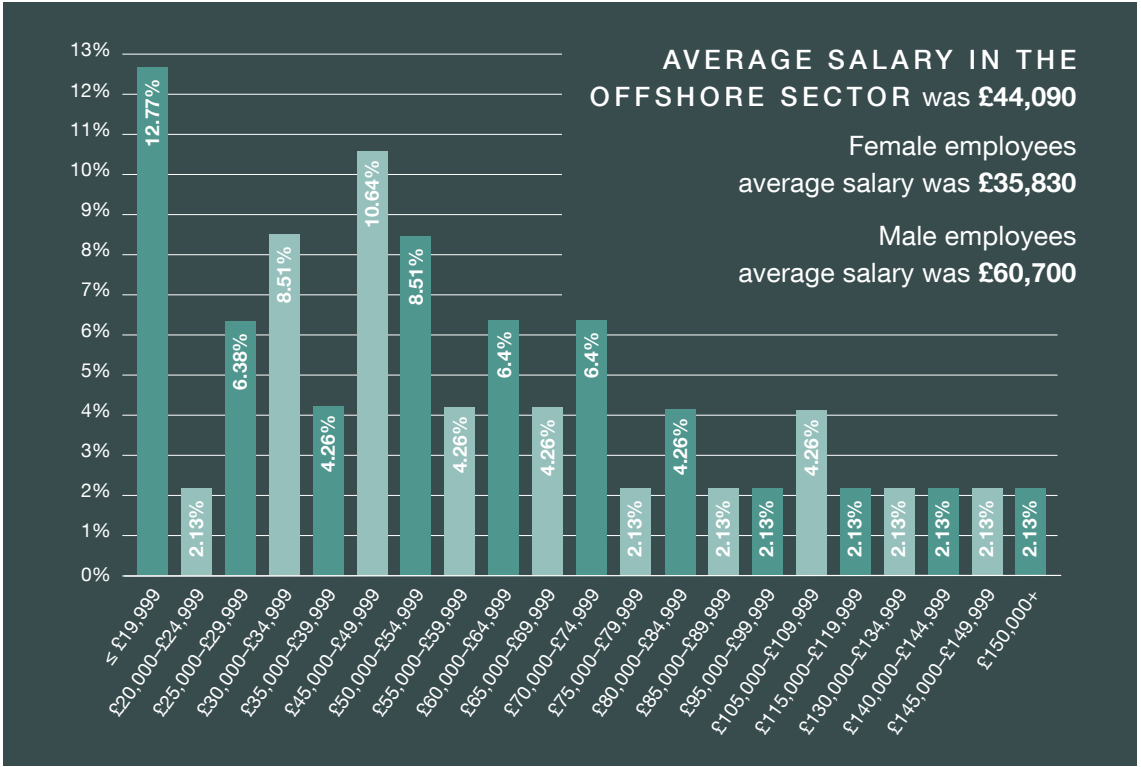
Salary breakdown by age



Job type salary breakdown

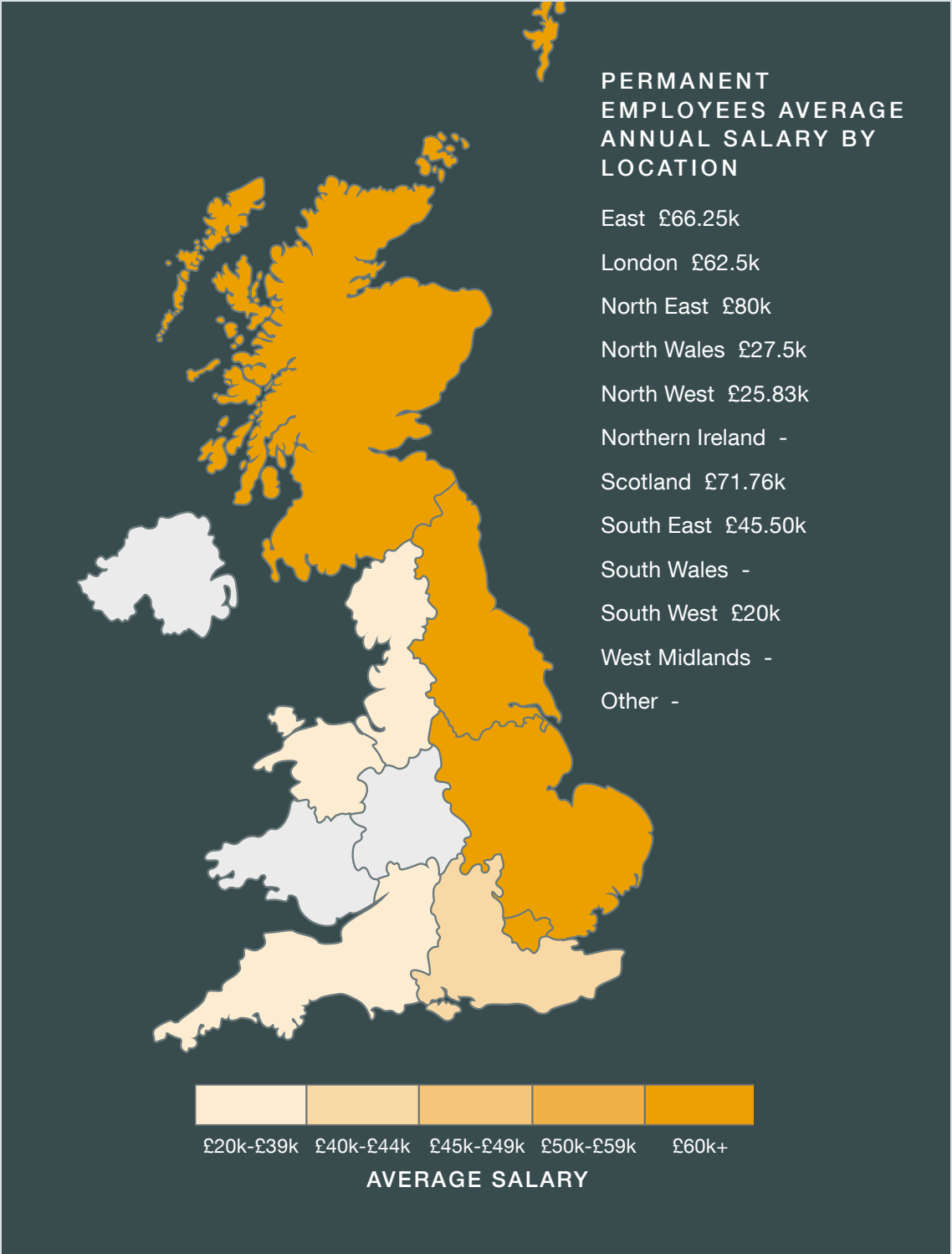
BUSINESS AREA	SALARY
Oil & Gas	£62.18K
Wind farm	£60.35K
Tidal turbine	£50K
Engineering/Technical services	£41.25K

Offshore/marine renewables salary breakdown



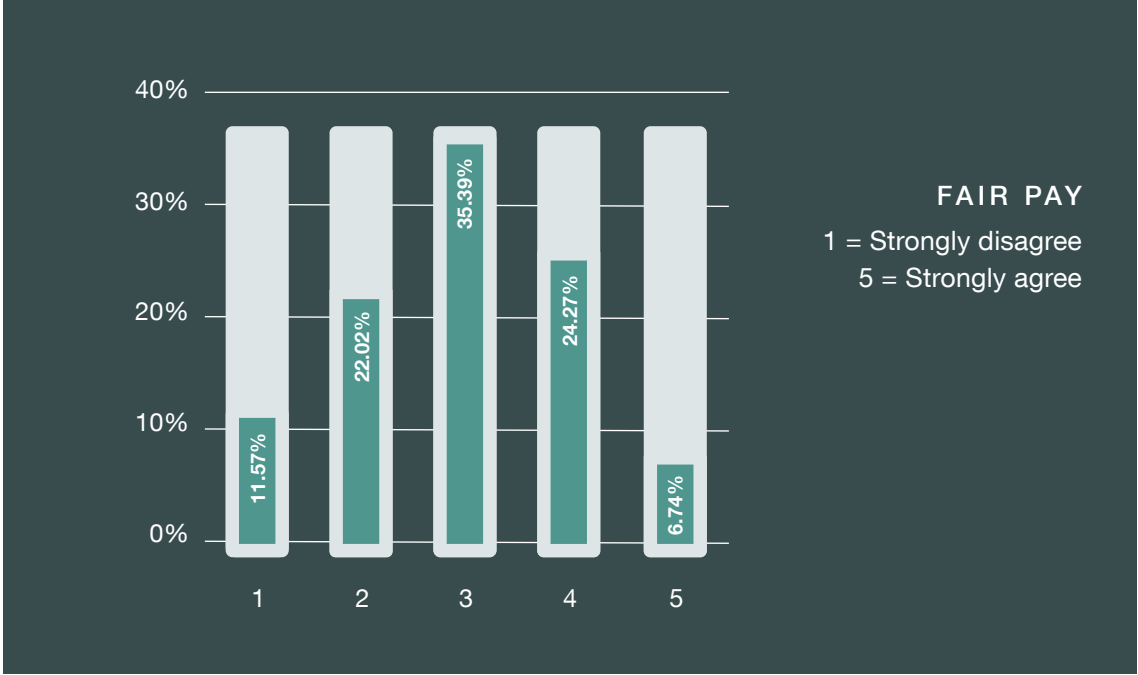
Stat: The survey suggests a gender pay gap of 41% within the offshore/marine renewables sector – representing by far the largest gender pay gap for an individual sector. However, the small sample size for females within the offshore and marine renewables sector makes this statistic less reliable, and future research is required to confirm or discredit this finding.

Offshore/marine salaries by location

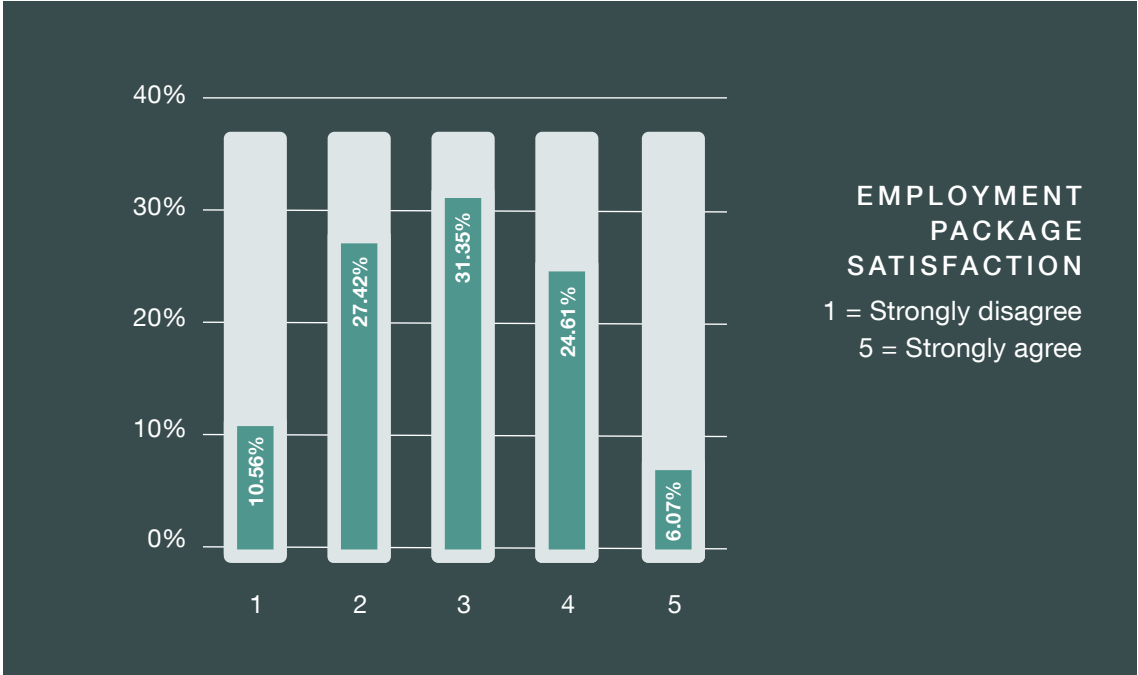


Permanent employee satisfaction

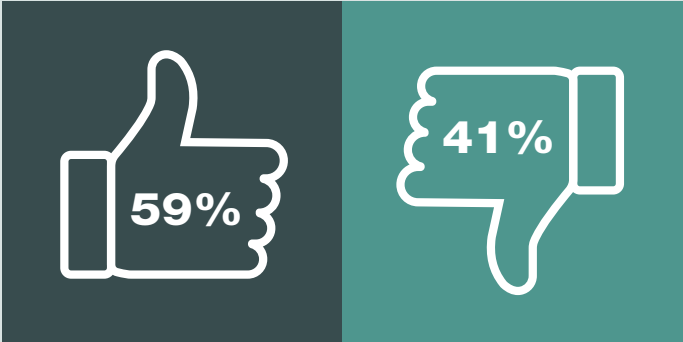
Do you agree with the statement: “I believe I am paid fairly, relative to my market”?



Do you agree with the statement: “I am currently satisfied with my overall employment package”?



Would you consider working in another industry?



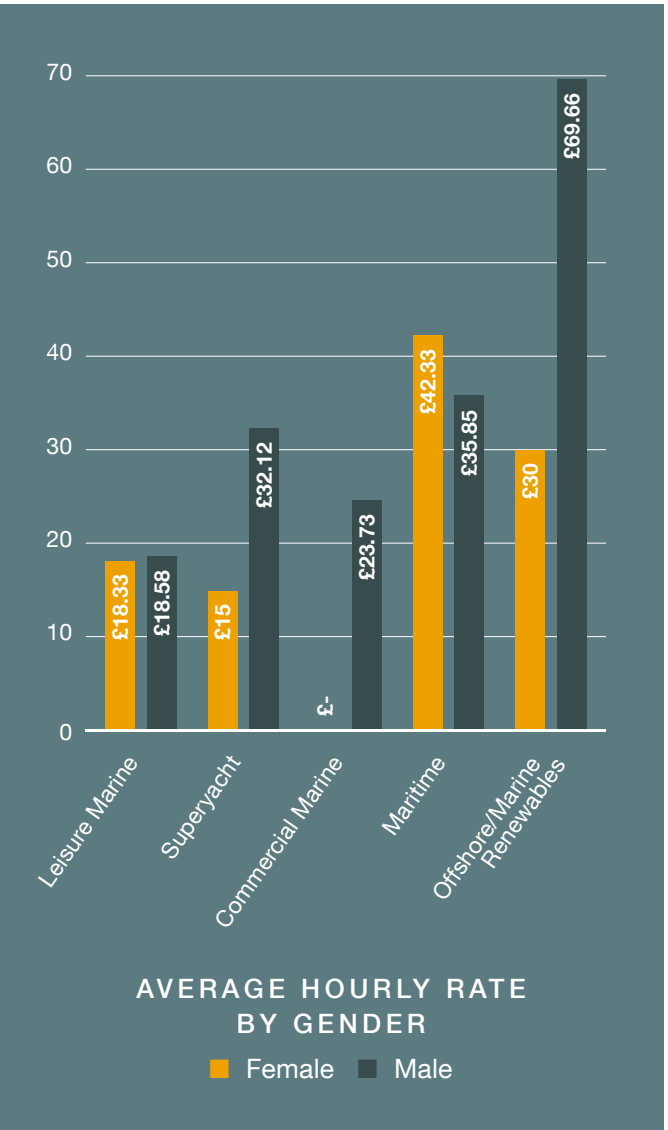
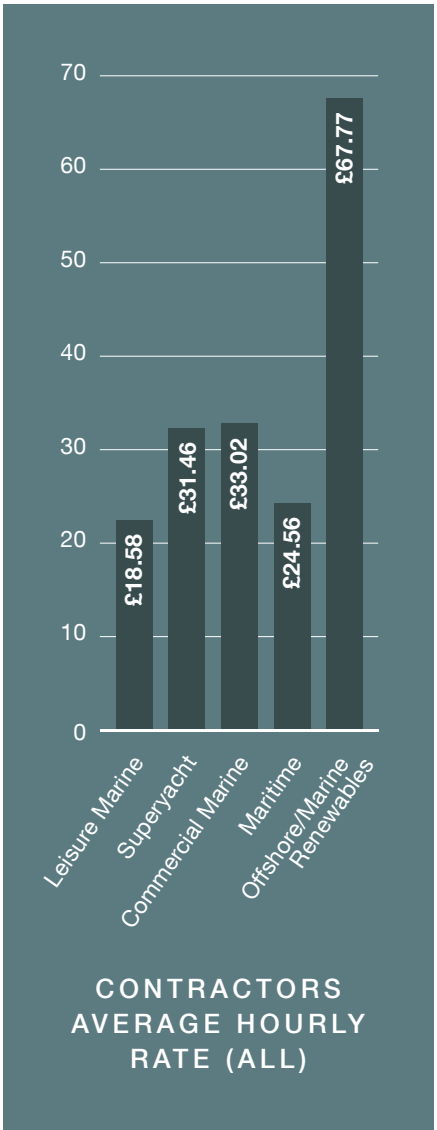
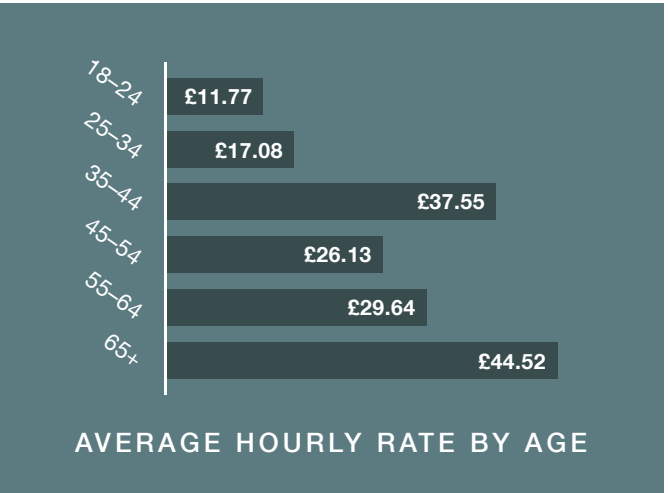
If so, which industry would you like to work in?

WHICH INDUSTRY WOULD YOU LIKE TO WORK IN?	% TOTAL
Any	19.65%
Unsure	6.36%
Oil and Gas	6.17%
Renewable energy	5.4%
Aerospace	4.82%
Automotive	3.85%
Superyacht	3.85%
Construction	3.85%
Shipping	3.47%
Engineering	3.08%
Shore Marine	3.08%

CONTRACT EMPLOYEES

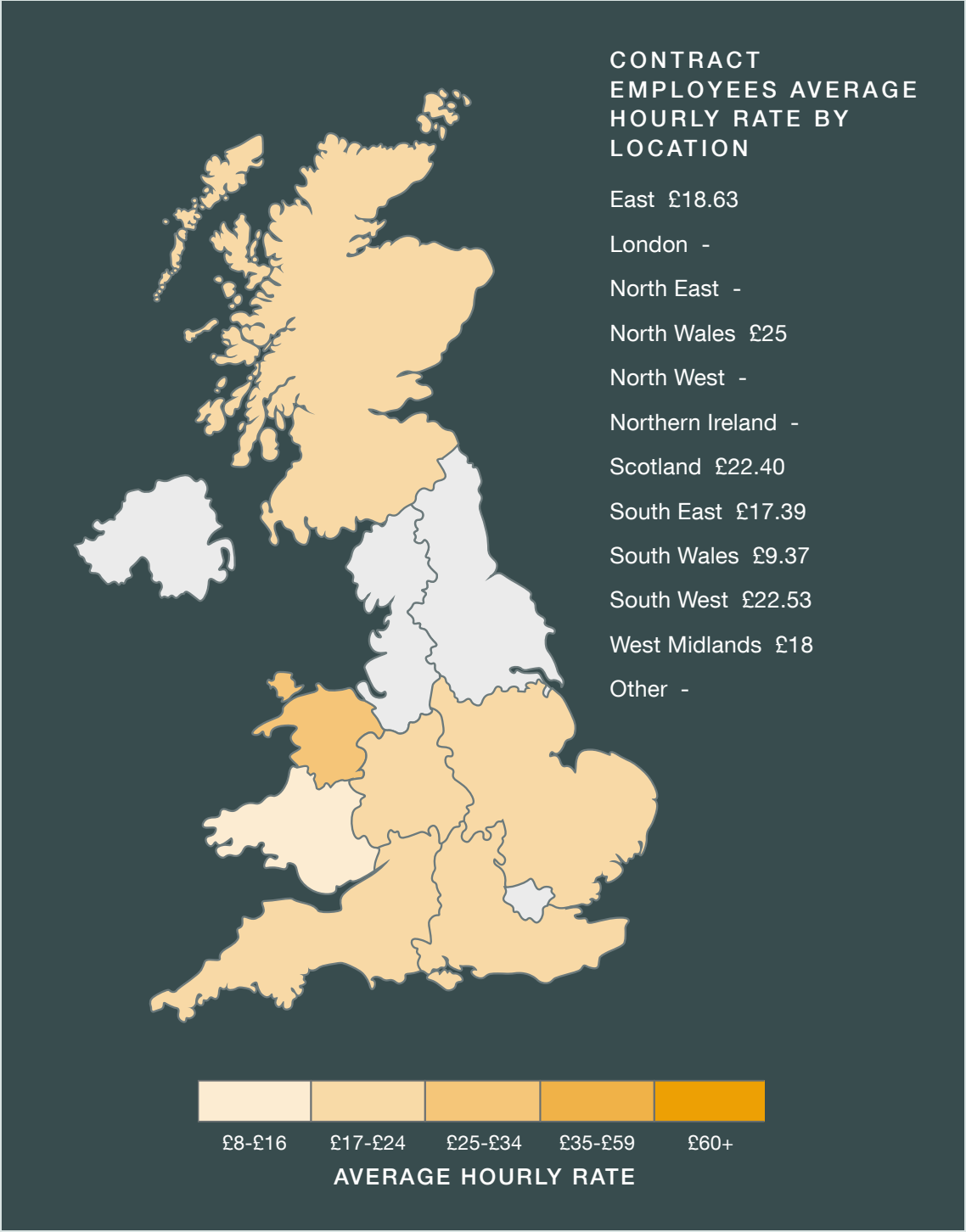
In this survey, contract employees are defined as individuals engaged by a business to provide a specific set of services.

The contract defines the specific role, the length of employment, the salary and bonuses to be paid, and the other benefits that accrue to the contract employee.



Leisure

Hourly rate by location

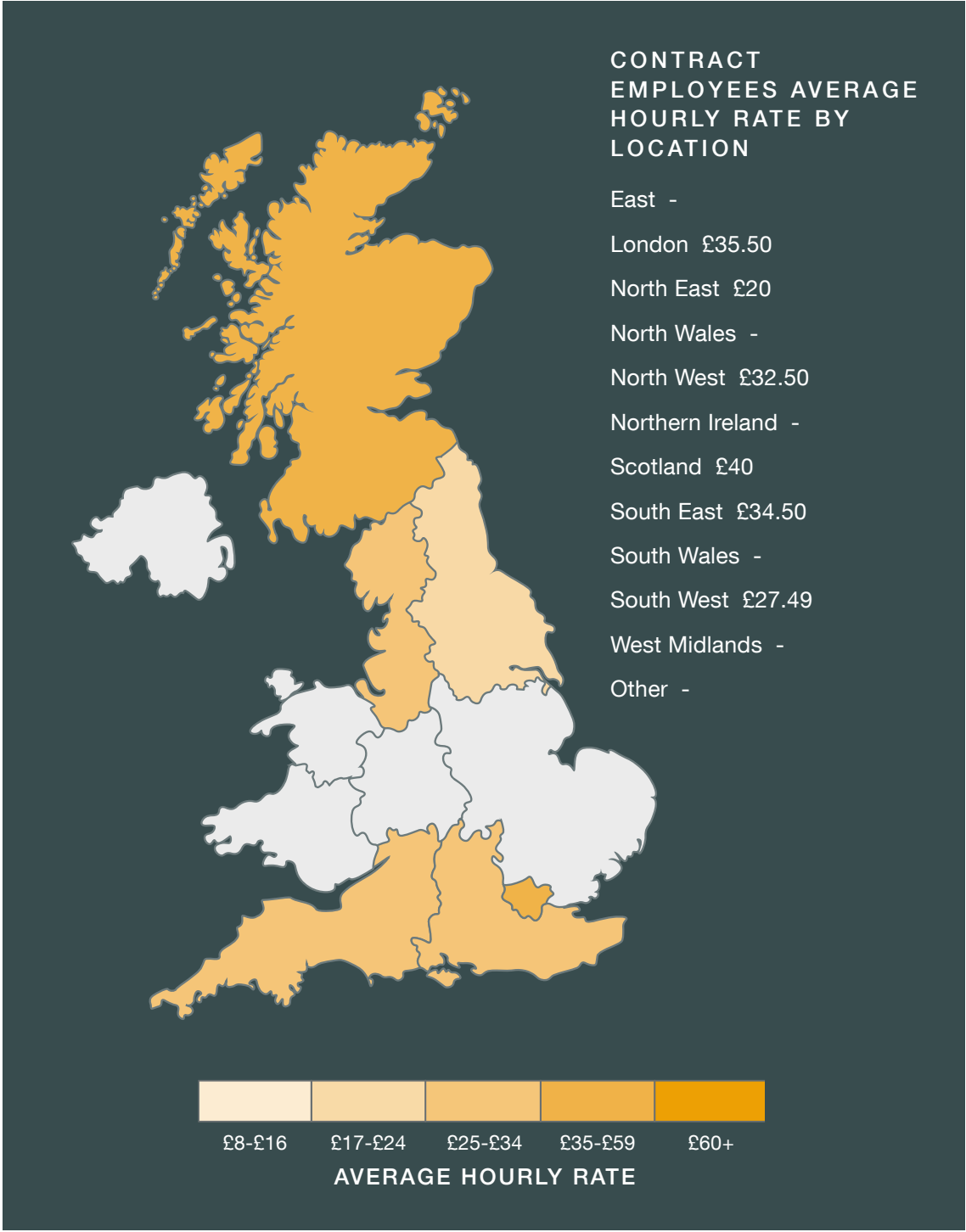


Hourly rate by gender



Superyacht

Hourly rate by location

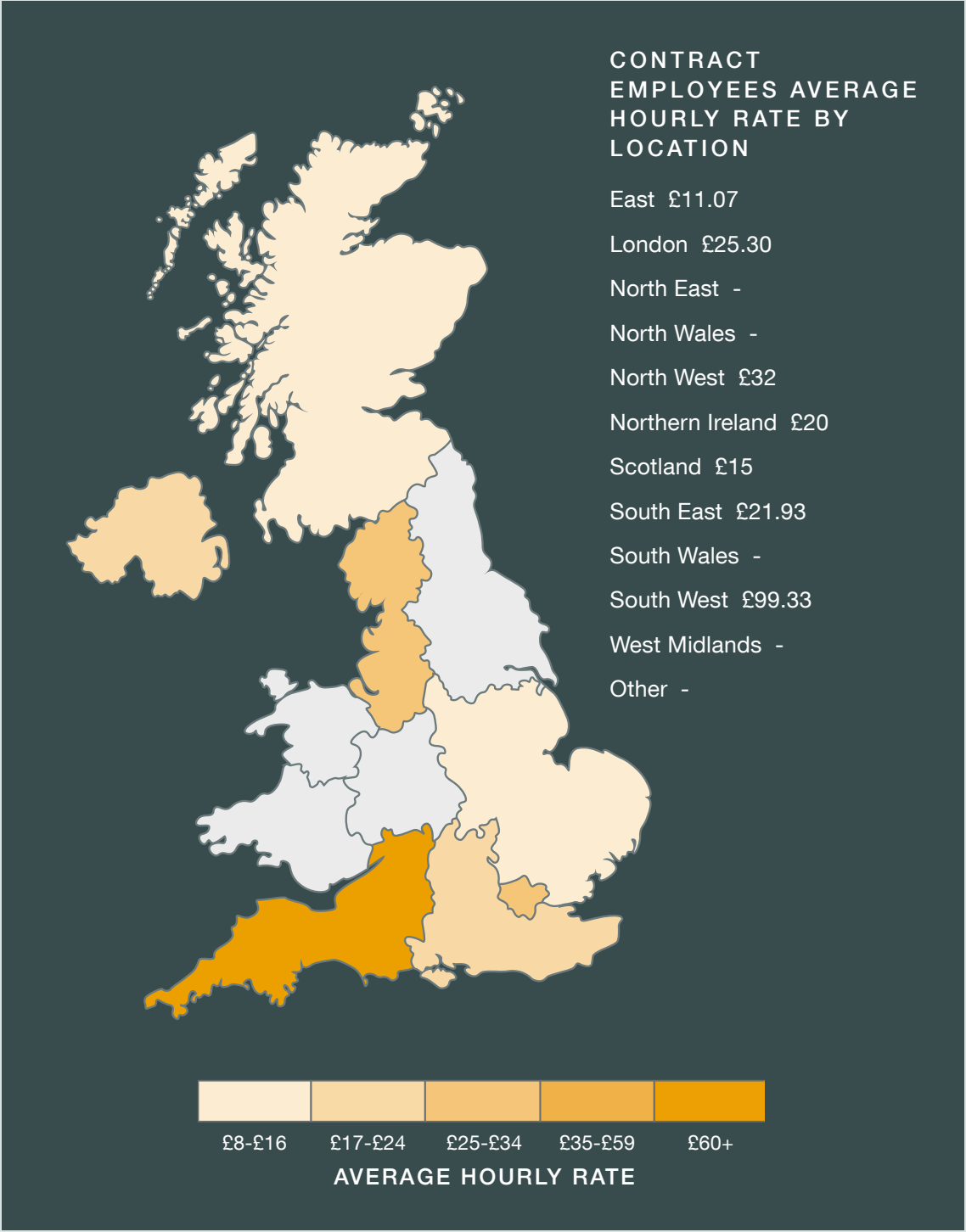


Hourly rate by gender



Commercial

Hourly rate by location

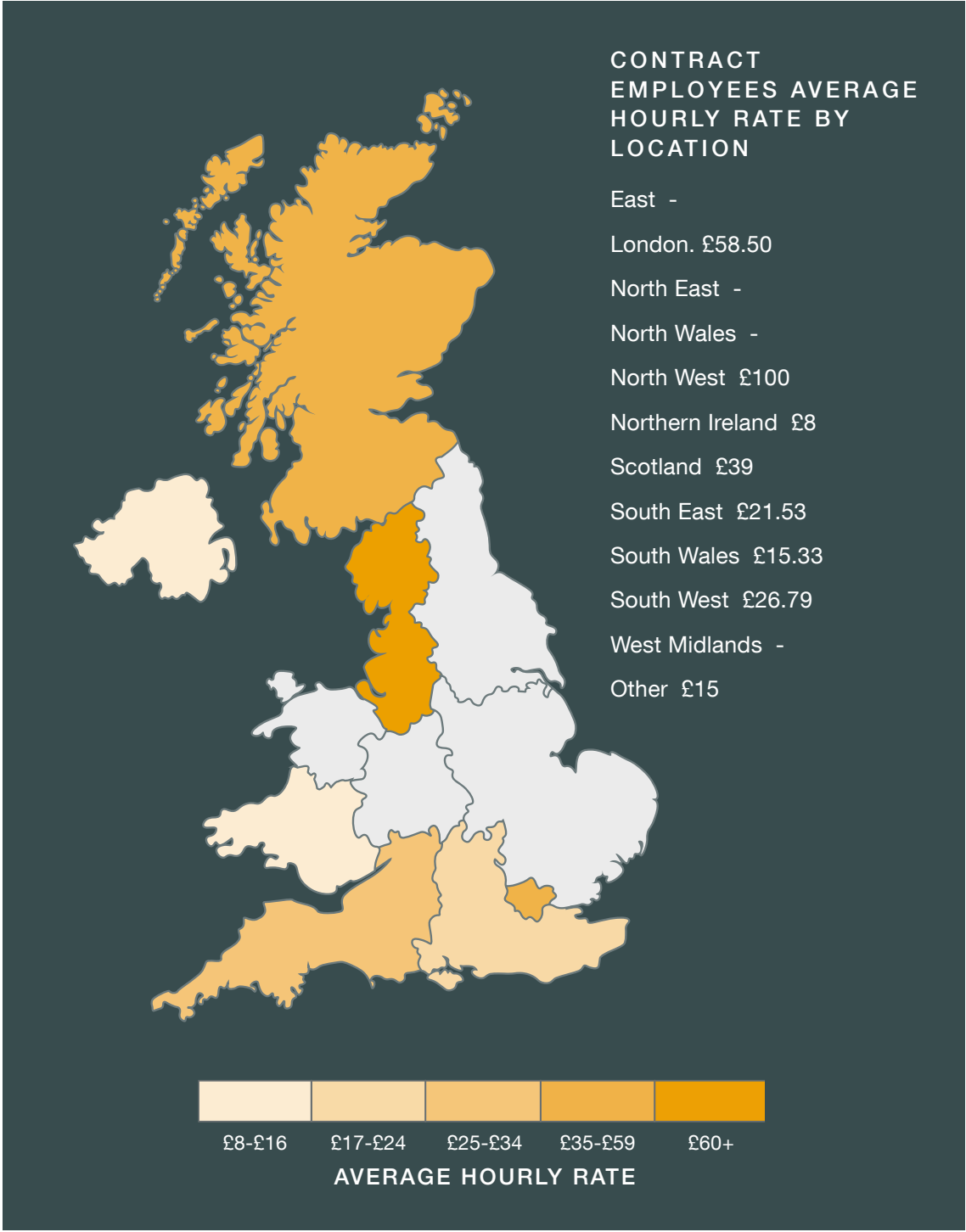


Hourly rate by gender



Maritime

Hourly rate by location

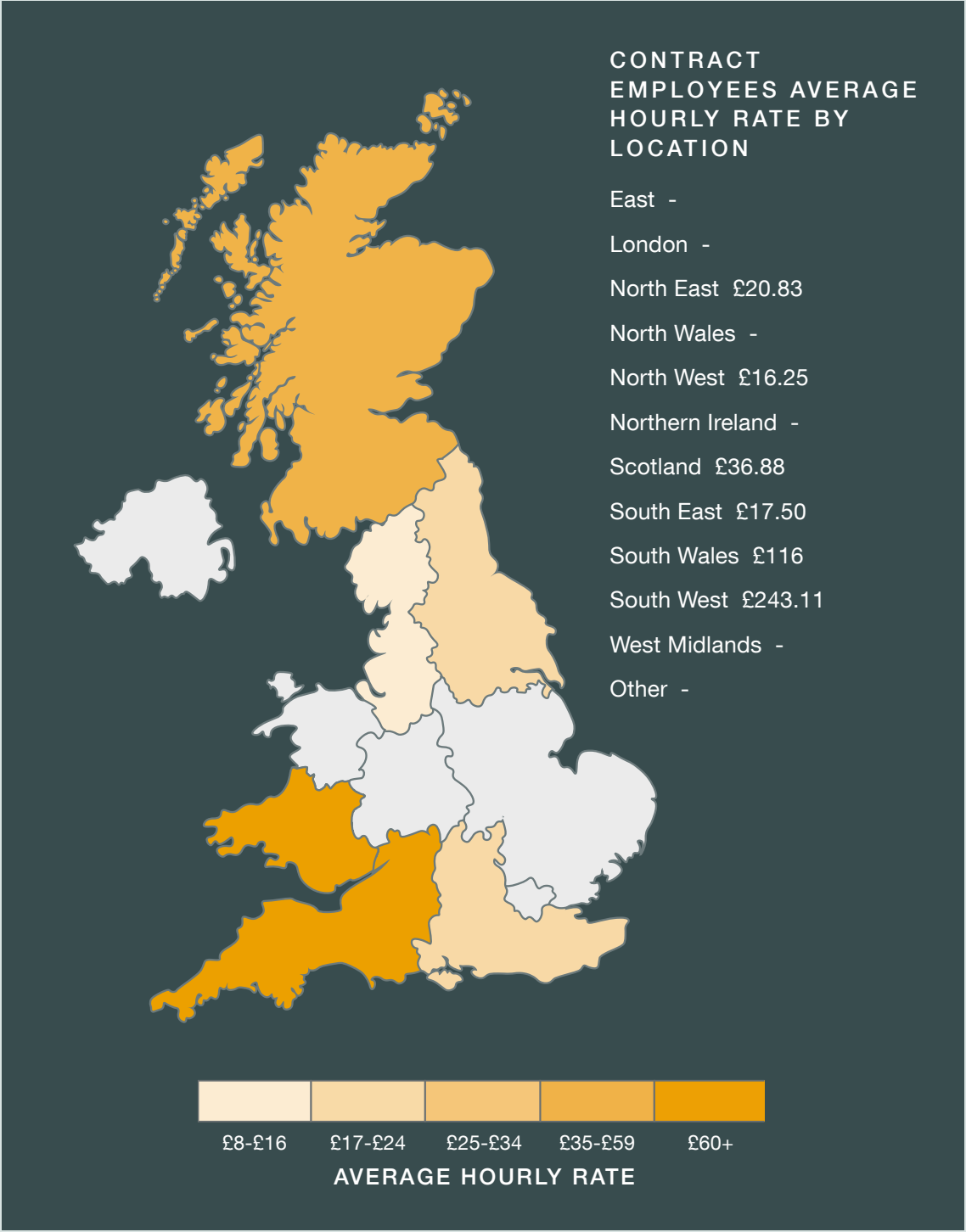


Hourly rate by gender



Offshore/marine renewables

Hourly rate by location



Hourly rate by gender

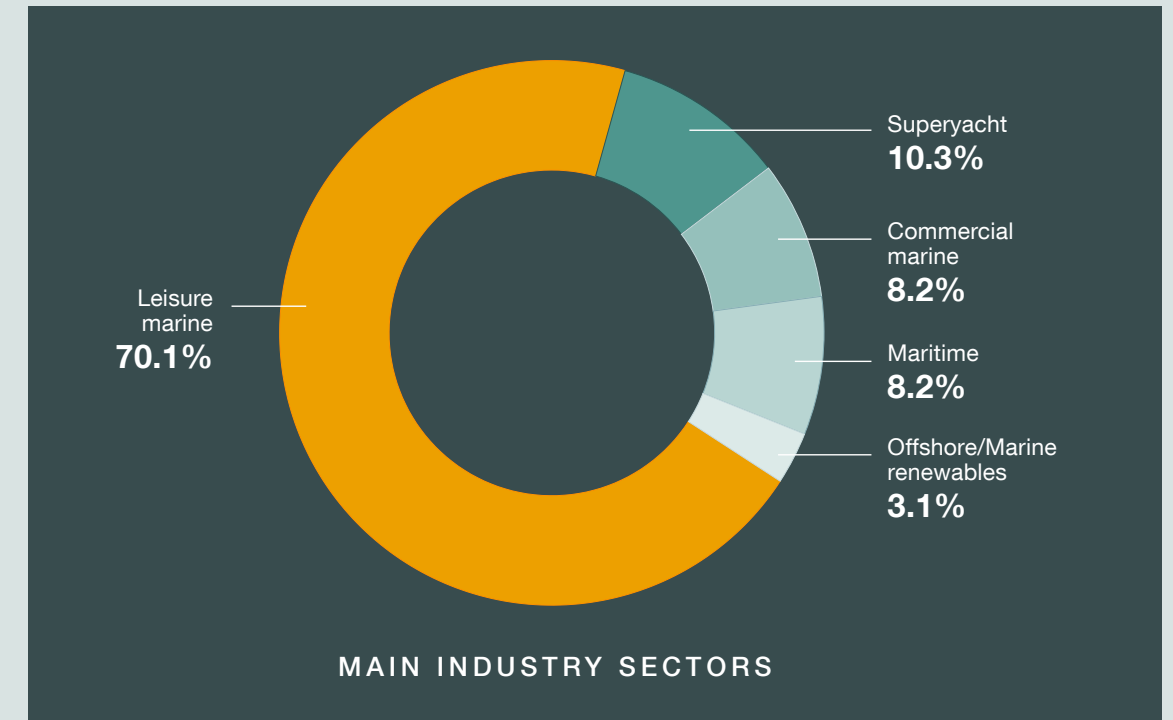


Key Insights For Employers

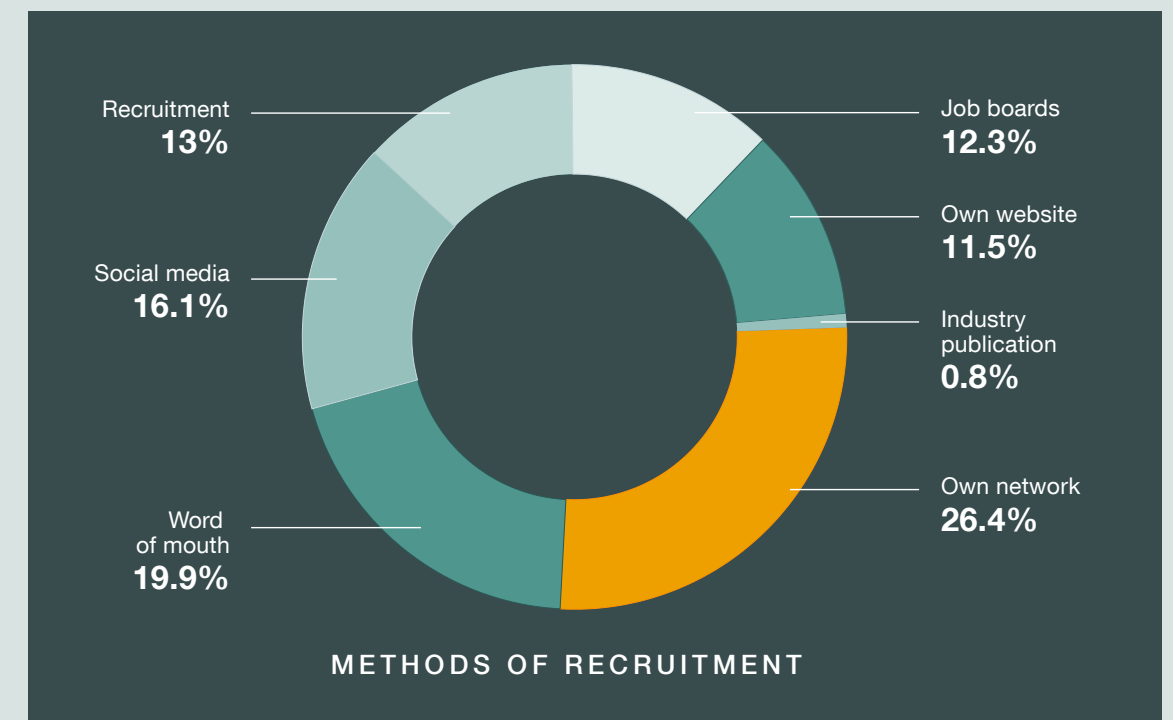
EMPLOYER BACKGROUND

Businesses employing individuals either as a permanent employee or on a contract basis within the marine industry.

What industry sector does your business mainly work in?

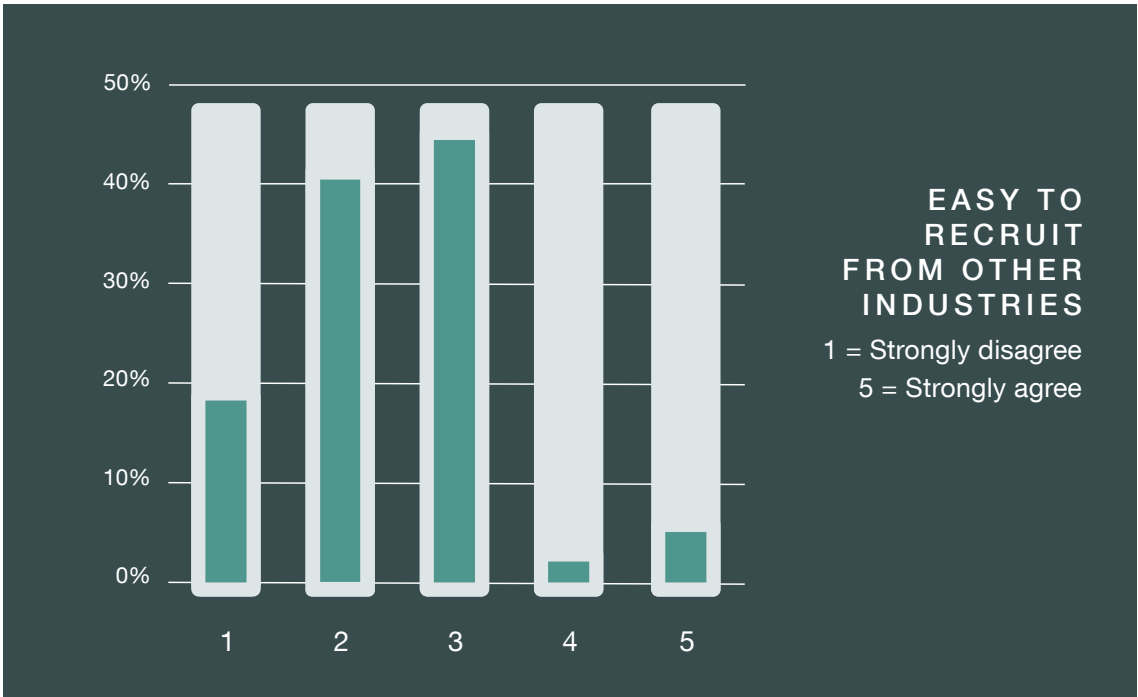


How do employers currently recruit?

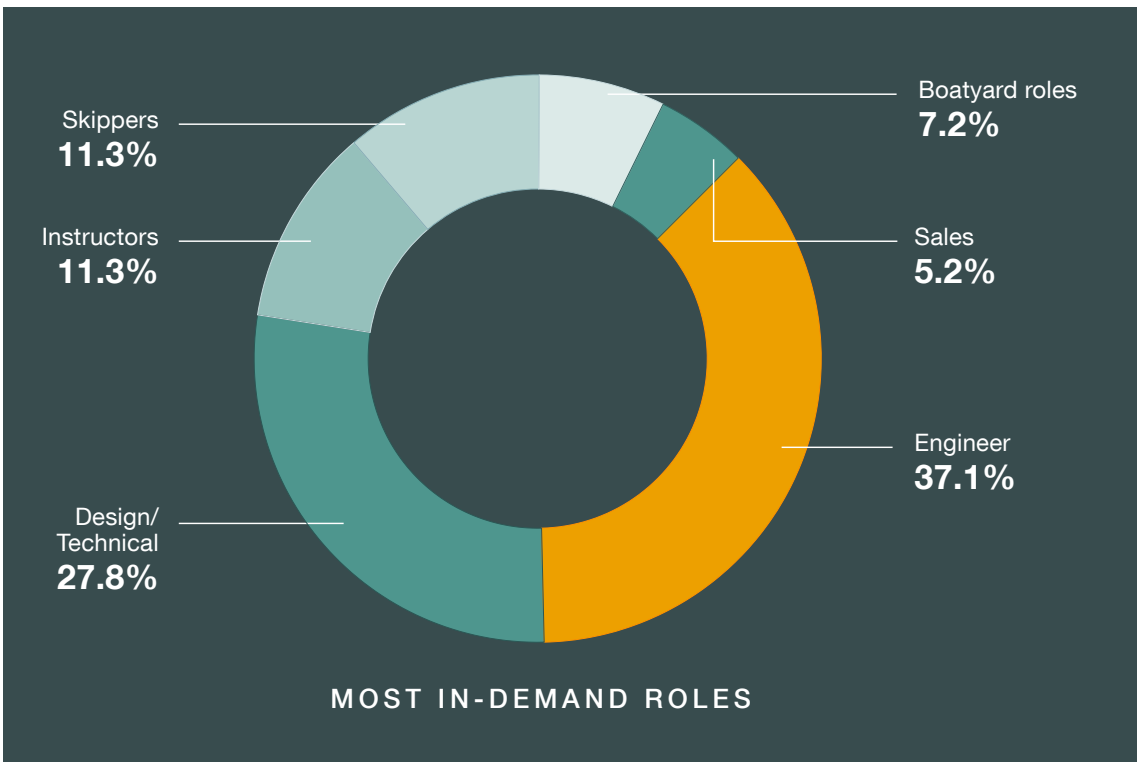


EMPLOYER OPINIONS

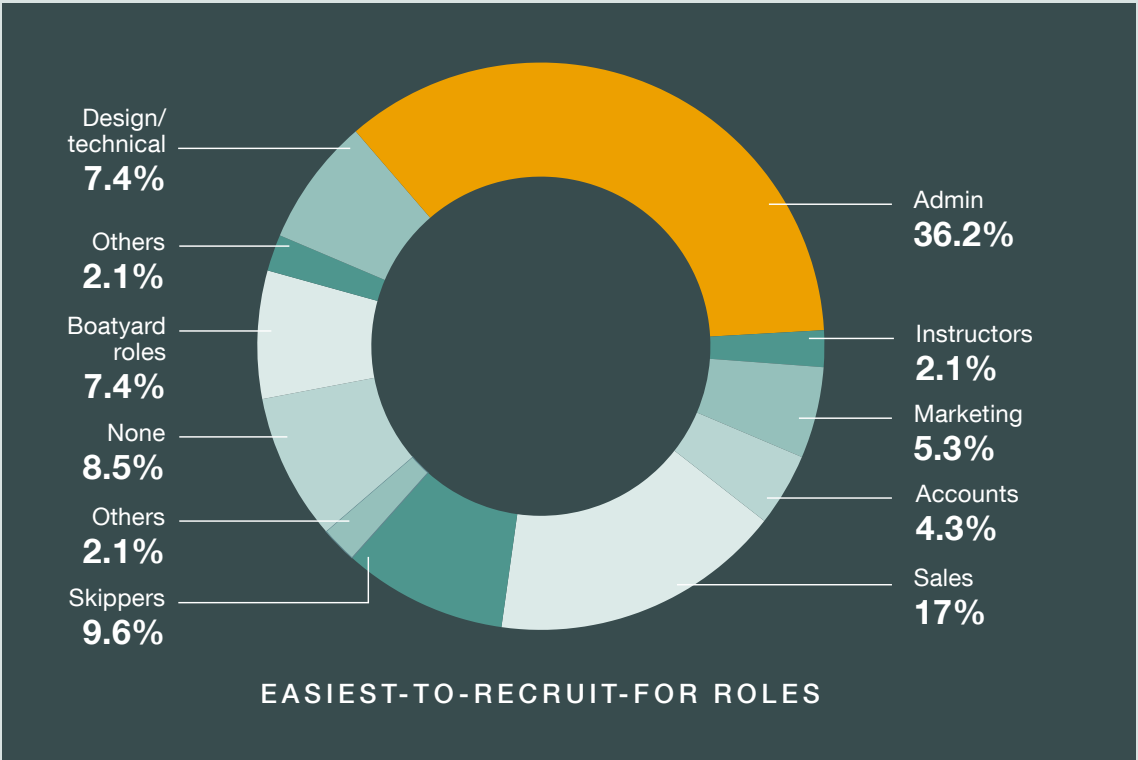
Is it easy to recruit specialist candidates from other industries into the marine industry?



What are the most in-demand roles within your business sector?

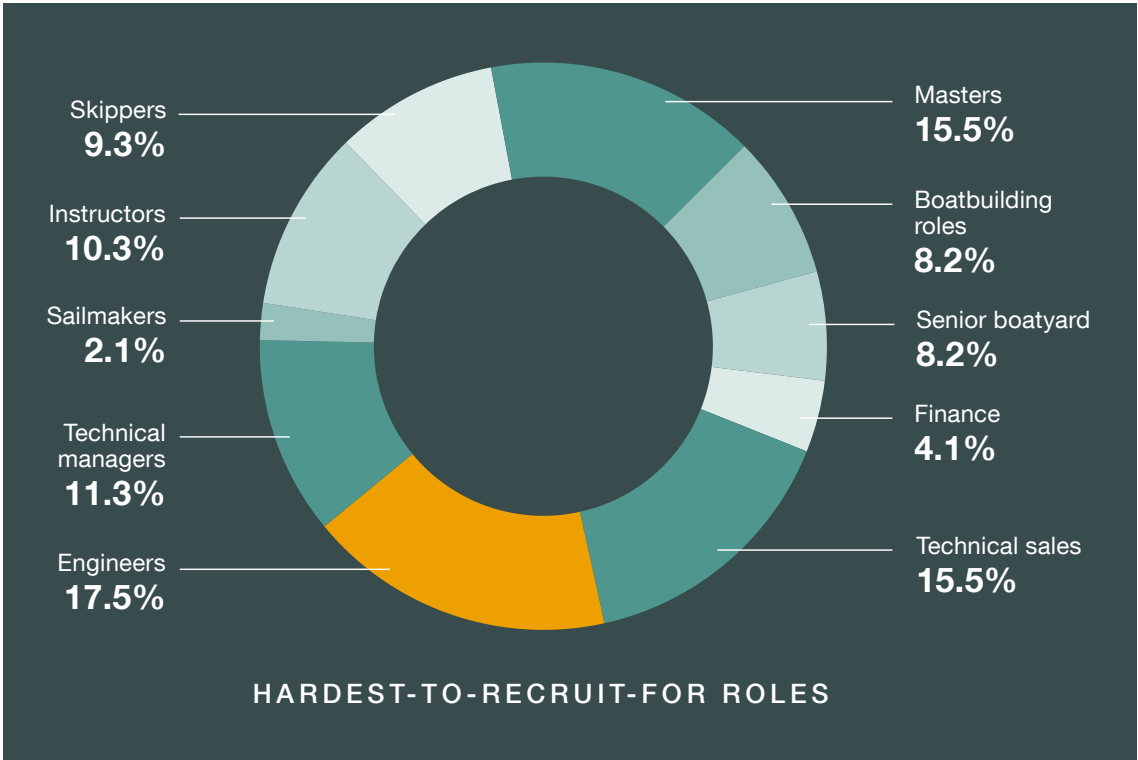


Which roles are the easiest to recruit for?



The most common reasons provided for these roles being considered easy to recruit for included the level of skill required for the role, low barriers to transfer from another industry, no formal qualifications needed, plenty of graduates, and industry knowledge requirement is minimal.

Which roles are the hardest to recruit for?



Most common reasons for these roles being hard to recruit for included high salary expectations, qualification requirements, niche market, appeal of shorter contracts and movement to other industries.

The Future

THE FUTURE

The 2019 Marine Resources Salary Survey has a vision to become the industry's go-to report for all salary information and benchmarking within the marine sector.

Our aim is to conduct the survey annually, to enable us to keep ahead of the trends and challenges our industry is facing today, helping to recruit the best candidates whilst enabling colleagues to transfer skills from within one industry to another.

The report can be downloaded here:
www.marineresources.co.uk/the-marine-salary-survey



MARINE INDUSTRY SALARY SURVEY 2019

Helping you understand the shore-based
marine and maritime recruitment landscape
like never before.

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