

ANNUAL CONTRACTOR RATES REPORT 2020

A comprehensive report of average contractor rates in engineering in 2020, compiled using real recruitment data



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INTRODUCTION

As companies have started to return close to normal, we have seen a real upturn in the requirement for contractors and temporary engineers in quarter 4. Having spoken to our clients, there are several reasons for this rapid increase in the need for contractors and temporary staff:

- Clients have reduced their headcount and as orders have increased, they have needed to upscale quickly, contractors & temporary workers have allowed them to do this
- Several businesses are still uncertain about the future and would prefer a flexible skilled resource at this time as they return to normal
- In certain sectors like food and logistics, the demand for permanent engineers is high. When this demand can't be met quickly enough, contractors and temporary maintenance engineers have provided an excellent short-term solution

The pandemic has given companies several challenges and reducing the amount of face to face contact has been one of those to help them remain COVID secure. Our clients have utilised ATA Recruitment's innovative [online interview platform ATA Connect](#) to great success, this has helped companies reduce their time to hire for contractors and allowed them to share the interviews internally with colleagues.

The upcoming changes to the IR35 legislation will also prove challenging for clients, hence many companies have asked for our support and advice through this this process. We have made sure that all of our consultants have been trained in this area and can inform you of [what you need to do as a business](#) to ensure that you are fully prepared.

In summary, the overall need for contractors and temporary engineers is increasing and most of our clients are extremely positive about the outlook for 2021. If you are a contractor looking for a new assignment or a client looking to bounce back utilising a flexible workforce, then please get in touch.

A handwritten signature in black ink that reads 'S. Harry'.

Steve Harry, Divisional Manager



MANUFACTURING

Job Title	Average rate per hour
Production Operative	£15.39
Stores Operatives	£16.61
Welder / Fabricator	£24.06
Mechanical Fitter	£24.83
Electrical Fitter	£24.95
Maintenance Engineer	£31.45
Manufacturing Engineer	£38.55
Project Planner	£39.55
Quality Inspector	£33.50
Quality Engineer	£33.92
Service Engineer	£31.45

We have seen a large increase in the need for Contract Maintenance Engineers, Mechanical Fitters and Electrical Fitters through the second half of 2020 as clients look to bounce back to full capacity.





ENGINEERING

Job Title	Average rate per hour
Mechanical Design Engineer	£32.87
Electrical Design Engineer	£40.25
Controls Engineer / Software Engineer	£51.96
Project Manager	£47.36
Project Engineer	£42.46
Mechanical CAD Draughtsperson	£28.37
Electrical CAD Draughtsperson	£31.23
Technical Author	£37.86

Whilst the requirement for white collar engineers has reduced, clients remain positive about the outlook in 2021 and fully expect contractors to be a preferred tactic to ensure they have a flexible workforce.



INTERIM & SHARED SERVICES

Interim

Job Title	Average rate per day
Plant Manager	£562.50
HR Manager	£400
H&S Manager	£400
Engineering Manager	£426
Site Manager	£350
Production Manager	£400
Operations Manager	£475
Maintenance Manager	£400

Over the last 3 years, we have seen a steady increase in the requirement for senior interim managers. This is mainly due to a lengthy permanent recruitment process. An interim solution in business critical roles is a fantastic way to ensure continuity in key leadership roles.

Shared Services

Job Title	Average rate per hour
Administrator	£14.66
Buyer / Procurement	£28.44
HR Administrator	£15.46
Payroll Officer	£19.38

ATA are a business of ranging capabilities and our clients often ask us to work on roles outside of our mainstream area due to the high level of recruitment service that they receive.



WHY SHOULD YOU HIRE A CONTRACTOR?



FLEXIBLE

- Will do a variety of shifts
- Available for working extra hours
- Happy to work away from home
- Happy to work in different types of environments



HIGHLY-SKILLED

- Experienced in a variety of industries
- Usually have a wider range of skills
- Can hit the ground running and make a difference in a short period of time

COST EFFECTIVE

COMPETITIVE HOURLY RATES

Competitive rates for contractors depending on experience and skills required

ALL EMPLOYERS COSTS INCLUDED

These costs include NI, holidays, sick pay and pension

NO OVERTIME RATES TO PAY

Contractors work to a flat rate

COVID-19 SAFE HIRING PROCESS

Our industry leading video interview platform, ATA Connect, allows us to pre-screen all contractors before presenting them to you. Here are the benefits that ATA Connect offers you:

FASTER SCREENING PROCESS



Screen large volumes of high quality candidates flexibly, wherever and whenever you have time to

CONDUCT SOLO INTERVIEWS



Provide the candidate with pre-agreed key questions and review their answers in your free time

REVIEW SHORTLISTED CANDIDATES



Instant interview panel access where you can view multiple candidates and supporting documents

LATEST VIDEO INTERVIEWING TECHNOLOGY



Our video solution doesn't require any downloads, is co-branded and completely safe for all parties

ABOUT ATA RECRUITMENT



ATA Recruitment has been supporting the growth of the engineering and manufacturing sectors for over 50 years. We're passionate about attracting and retaining people in the industry, so our expertise lies in helping our clients find the best talent suited to their business needs.

It's the combination of our people, industry knowledge and proven processes that really makes us unique, allowing us to provide tailored recruitment and workforce management solutions to companies all over the UK.

LOOKING FOR A NEW CONTRACT?

If you're looking for a new contract or want to join our extensive database to hear about future opportunities, contact us for a chat and sign up to receive tailored job alerts straight to your inbox.

[Sign up for job alerts](#)

INTERESTED IN MORE?

ATA Recruitment have also produced **Executive** and **Permanent Engineering** Reports, as well as a **region specific maintenance** report to support your recruitment strategy in 2021. To ensure you are the first to receive these reports when they are released, get in touch with our team today.



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