

# IPFMA SALARY SURVEY 2006

## Introduction

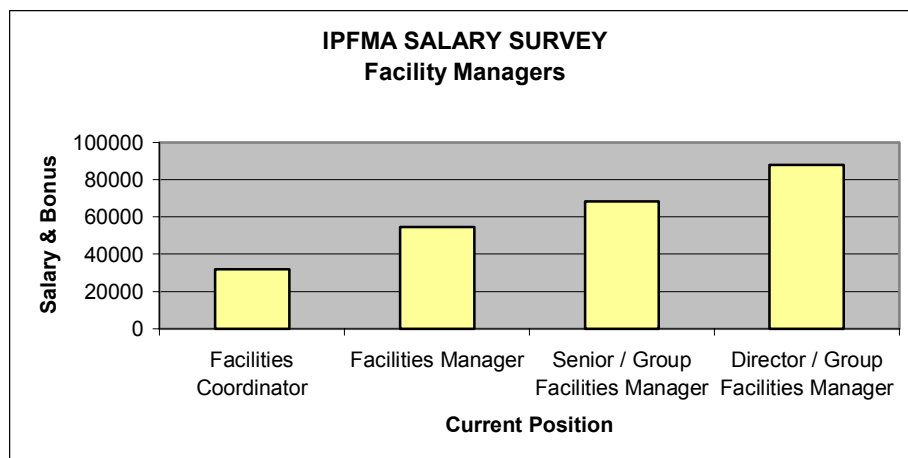
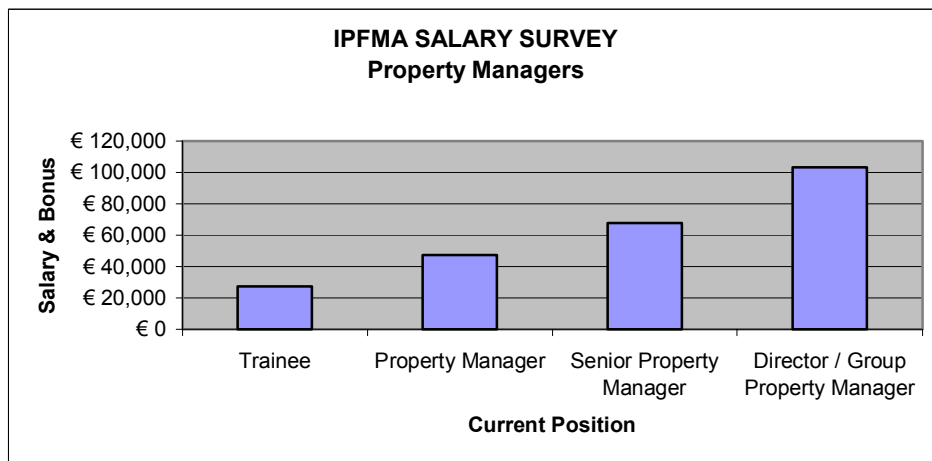
The inaugural Irish Property & Facility Management (IPFMA) salary survey was launched, with the backing of Hays Construction & Property to all members of the IPFMA in 2006. The survey was totally anonymous with questions covering level of education, length of service, salary, bonus and benefits.

In all, there were over 150 responses received, with 56% of the responses coming from Facility Managers and 44 % from Property Managers

We would like to thank all those who took the time to fill out the online questionnaire.

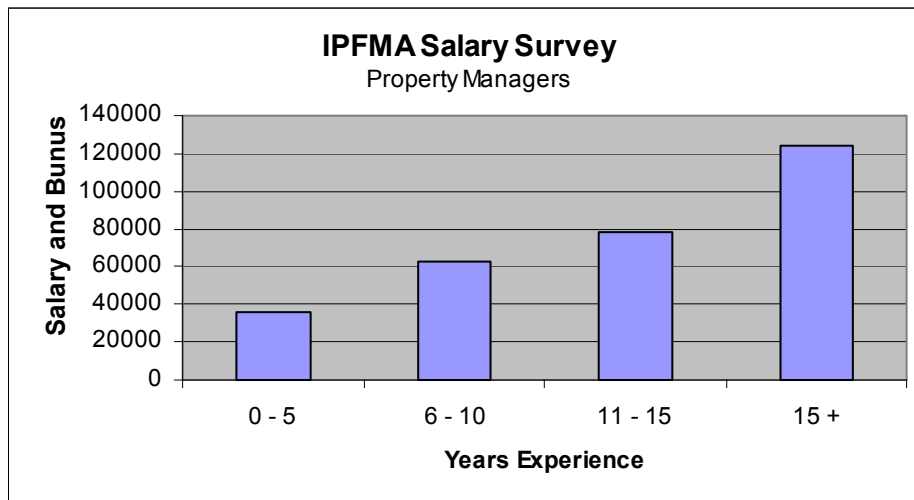
Disclaimer – The information provided in the summary below is compiled directly from the data collected. Hayes Construction & Property and the IPFMA would advise that the statistics below are simply an average of the responses received.

**Graph 1 - Salary analysed by Current Position**

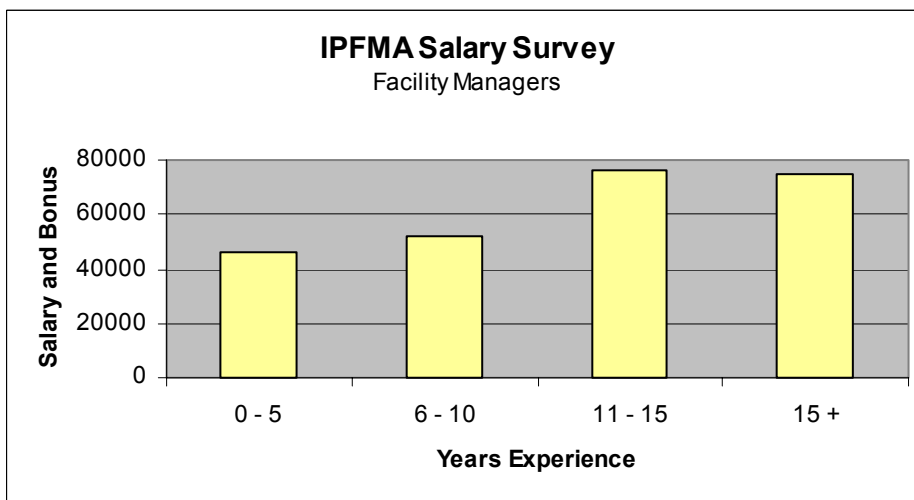


The graphs show a very clear salary structure coupled with career progression

**Graph 2 - Salary analysed by Years Experience**



For Property Managers the graph shows a very clear salary progression based upon experience.



The above graph is a good indication of the relatively young age of Facility Management in Ireland. Since Facility Management's emergence in the early 1990's it has continued to grow as more companies realise the need to manage their non-core activities. Facility Managers have historically been drawn from many different backgrounds both in relation to their position within the company and their educational background. The varied routes into Facility Management clearly influence the differing salary levels.

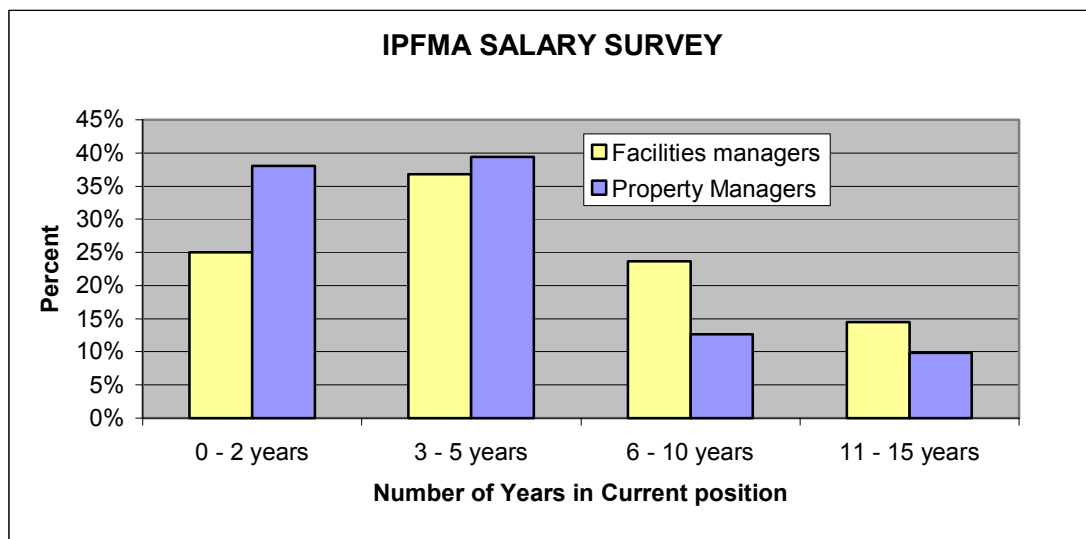
**Graph 3 - Salary analysed by Experience / Education**

**IPFMA Salary Survey - Analysis by Experience / Education**

Experience	Property Managers			Facility Managers		
	Average Salary	Education	%	Average Salary	Education	%
0 - 5 Years	43,000.31	Certificate	6%	46,047.37	Certificate	16%
		Diploma	13%		Diploma	53%
		Degree	75%		Degree	11%
		postgrad	6%		postgrad	21%
6 - 10 Years	62,884.09	Certificate	18%	52,217.07	Certificate	21%
		Diploma	32%		Diploma	34%
		Degree	36%		Degree	24%
		postgrad	14%		postgrad	21%
11 - 15 Years	78,428.57	Certificate	0%	75,973.68	Certificate	16%
		Diploma	71%		Diploma	53%
		Degree	29%		Degree	21%
		postgrad	0%		postgrad	11%
15 + Years	120,375.00	Certificate	0%	74,595.45	Certificate	55%
		Diploma	38%		Diploma	27%
		Degree	19%		Degree	9%
		postgrad	44%		postgrad	9%

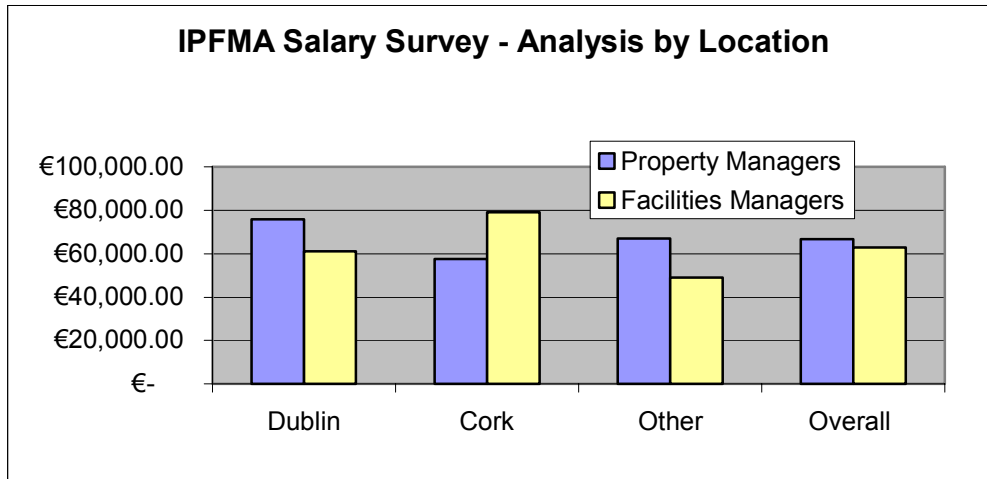
It is interesting to note that whilst the number of Property Managers in the 15+ years experience bracket having a degree or post grad is significantly greater than the number of Facility Managers, the tide is definitely turning in the 0 to 15 year brackets. This increase in educational standards appears to be equalising the playing field in terms of salary expectations.

**Graph 4 – Number of Years in Current Position**



Interestingly, and perhaps a sign of an active market, of the 150 responses received, 77% of Property Managers and 62% of Facility Managers are in their current position for less than 5 years

**Graph 5 – Salary analysed by Location**



Four out of five respondents came from the Dublin area, with the remainder coming from all over the country. Whilst we have included Cork in the graph we would note that the Cork sample size was very small. It is interesting to note however that FM salaries are greatest in the Cork region, reflective perhaps of the amount of industry being attracted to the region and the issue of supply and demand with particular emphasis to locations outside of Dublin. We would hope in future surveys to include a detailed analysis of different regions around the country!

**Graph 6 – Additional Benefits offered to Members**

## IPFMA Salary Survey - Additional Benefits

