



AAK | PROMOTING EXCELLENCE
IN THE BUILT ENVIRONMENT

SALARY SURVEY

2019 REPORT



BACKGROUND

In August 2019, the Architectural Association of Kenya rolled out a survey to its *Firm Members* across all 7 professions represented by the Association with regards to salaries and benefits. These professions include Architects, Quantity Surveyors, Construction Project Managers, Engineers, Environmental Design Consultants, Town Planners and Landscape Architects.

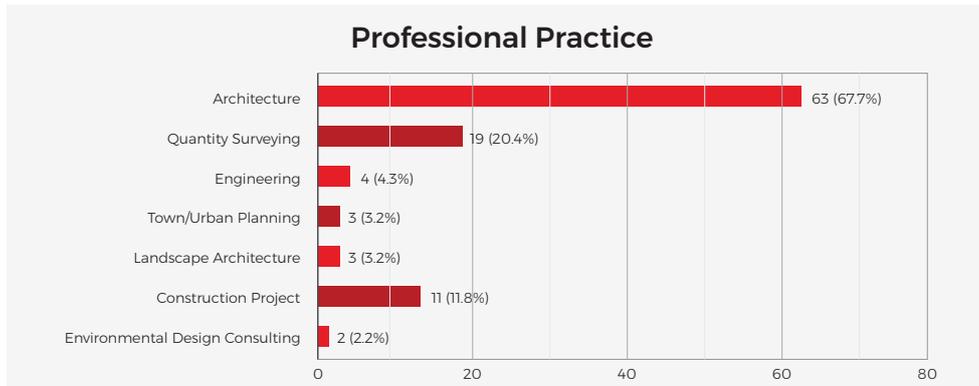
The purpose of the survey was to obtain information on monthly salaries paid to built environment professionals. This initiative was prompted by numerous queries received

by the Association from consultants looking to hire at industry competitive rates and job seekers enquiring on what constitutes fair remuneration for their field.

AAK sent out the survey to all its 188 *Firm Members* and obtained usable response from 93 Firms.

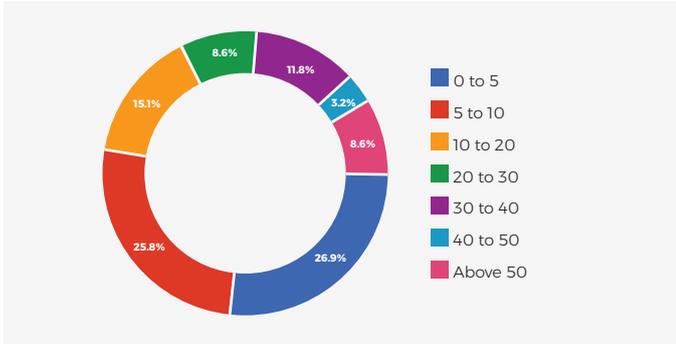
PARTICIPANT ANALYSIS

The salary survey was sent out to Firm Members of all 7 professions. However, AAK received considerable response from the professions of Architecture, Quantity Surveying, Construction Project Management and Engineering (referring to civil/structural engineering).



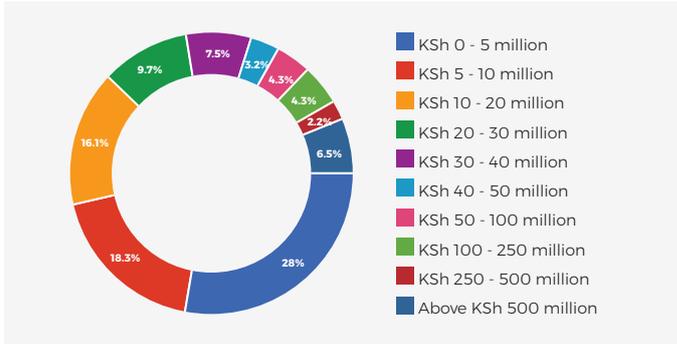
How old is your Firm?

Slightly over 50% of the total respondents indicated that their Firms had been in existence for between 0-10 years. Only 8.6% of the Firms interviewed had been in existence for more than 50 years.



Revenue/Annual Turn Over

A majority (28%) of the Firms sampled indicated that their annual turnover ranged from between KSh. 0-5 million. While only 6.5% of the Firms indicated that they earned a revenue of above KSh 500 million.




50%
of the total respondents indicated that their Firms had been in existence for between 0-10 years.



6.5%
of Firms indicated that they earned a revenue of above KSh 500 million.

Employee Classification

It is worth to note that most Firms offering built environment professional services as listed do not have a detailed employee classification. They have arbitrary structures if at all any. For those that had employee classification, the categorization is as below:-

Partner/Director and Average Salary Range

Most Firms indicated that they had between 2 to 4 directors who earn an average of between KSh 150,000 to KSh 1,000,000 per month. In some Firms, directors also received dividends in addition to their salaries at the end of the year. The wide salary range is informed by factors including: Number of projects a Firm has acquired; and payment of works by the client.

Senior Professional and Average Salary Range

Most Firms have between 4 to 8 employees under Senior Professional category. They earn between KSh 200,000 and KSh 500,000.

Registered Professional and Average Salary Range

Although several Firms indicated that they had no employees under this category and only employed on part-time/contract basis, Firms with registered professional employees had a total of between 2 to 4 who earned an average of KSh 150,000 or in other cases were paid on commission basis.



KSh 150,000 -
KSh 1,000,000

Most firms indicated that directors
earn on average



KSh 200,000 &
KSh 500,000

Most firms indicated that Senior
Professionals earn on average

Graduate Professional and Average Salary Range

Majority of the Firms recorded that they had between 2 to 6 graduate employees earning an average salary of between KSh 40,000 to KSh 80,000. Some Firms had interns working under this category with none reporting of whether they paid them or not.

Employee Benefits

The most common employee benefits provided by the sampled Firms to their employees are Health Insurance and Bonus. Allowances and Pension (excluding NSSF) came in third and fourth in terms of common employee benefits at 42.2% and 34.9% respectively.

Technician and Average Salary Range

The number of technicians employed in most Firms ranged from between 2 to 5 per Firm. The average salary scale for technicians was reported at KSh 40,000. However, there were considerable responses of paying salaries of above KSh 80,000/month.

Number of Staff in a Firm

17 was the highest number of staff reported to have been employed by any one Firm. Most Firms had employed between 6 to 9 employees at the time of this survey.



**KSh40,000 to
KSh80,000**

Most firms indicated that graduate employees earn on average



**HEALTH INSURANCE
AND BONUS**

The most common employee benefits provided by Firms



KSh40,000

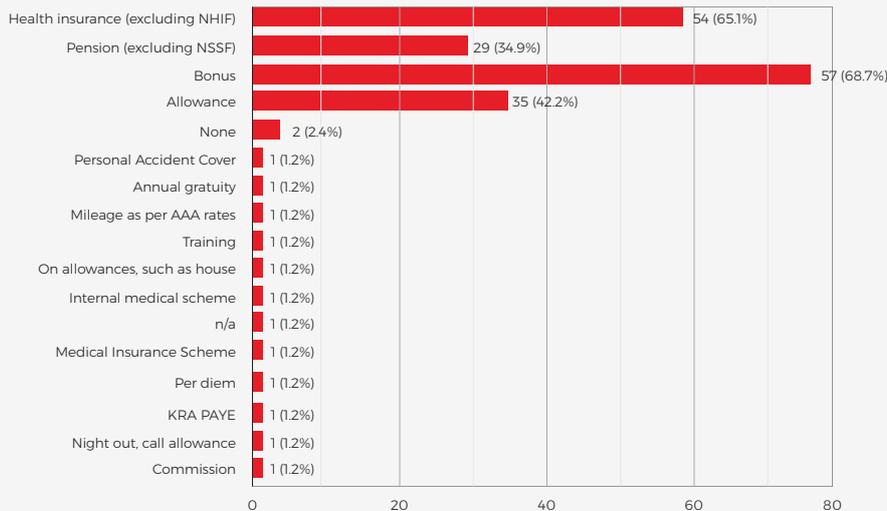
The average salary scale for technicians

Review of Remuneration and Average Increment

Most Firms (32.3%) indicated that they reviewed their employee remuneration annually while an almost equal number of Firms (29%) indicated that they reviewed theirs after 2 to 3 years.

It is noteworthy that a sizeable number of the Firms (28%) reviewed their remunerations randomly depending on the performance of their businesses.

Which of these benefits are provided by your firm to its employees?



32.3%

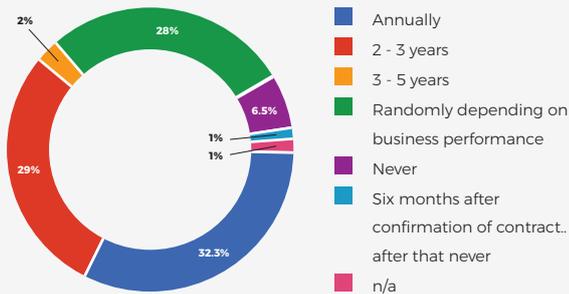
Firms indicated that they reviewed their employee remuneration annually



28%

Firms reviewed their remunerations randomly depending on the performance of their businesses

How often does your firm review remuneration?



Most Firms calculate the average increment from a review exercise based on either a percentage or a figure i.e. either 5 – 10% or KSh 5,000 - 10,000.

Additional staff development cost

Training and support to further studies formed a bulk of the additional staff development costs in most Firms. In addition, Firms support their staff to attend relevant professional seminars/courses and also pay their membership subscriptions to their respective professional bodies.

Salaries (Built Environment Professionals): Public Sector

The Government of Kenya has a well-structured job classification under which each civil servant is employed under. This is not exempt of built environment professionals employed in the public sector.

According to the revised 2019 salary scale for civil servants prepared by the Salaries and Remuneration Commission (SRC), graduate entry level jobs can fall into either job groups C4, C5 or D1. This therefore implies that all graduates of built environment professions entering into public service are paid an average gross salary of between KSh 63,562 to KSh 121,134.

The highest paid built environment professional in public service according to the SRC scale earns an average basic salary of up to KSh 406,107 at job group E4.



KSh406,107

The highest paid built environment professional in public service

Conclusion

As demonstrated in this Survey results and analysis, the salaries, remuneration and benefits of employees of built environment Firms in the private sector differ drastically. The determination of salaries and employee classification seems arbitrary across all the Built environment professional Firms surveyed in spite of the profession. Public sector on the other hand has well-structured employee and remuneration classification with a gross salary of KSh 63,562 at graduate entry level.



KSh **63,562**

Public sector employees
remuneration classification of gross
salary at graduate entry level.

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