

INNECTO

# SURVEY ROUNDTABLE

Rail Rolling Stock & Maintenance  
Roles Survey

5<sup>th</sup> February 2026



# AGENDA



SURVEY  
HEADLINES



BUDGETS &  
PREDICTIONS



BASE PAY  
MOVEMENTS



BASE PAY  
PREMIUMS



TOTAL  
REWARD

# PARTICIPANTS

**SIEMENS**



**HITACHI**



EVERSHOLT  
UK RAILS GROUP



porterbrook



# SURVEY HEADLINES

**6.4%**

**Same incumbent salary movement**  
(i.e., matched to the same role) as last year  
(7.5% in 2024)

**14.0%**

**London Premium vs. National**  
The average difference between London and  
National (excl. London) median base pay (16.8%  
in 2024)

**Top** Average Salary Movement by Survey Role

**Apprentice 74.7%** (2024: 18.6%)

**Head of Projects 24.0%** (2024: 4.6%)

**Technical Riding Inspector 16.5%** (2024: 8.6%)

**Depot Manager 9.3%** (2024: 6.5%)

**Bottom** Salary Movement by Survey Role

**Specialist Engineer 0.2%** (2024: 4.9%)

**Engineering Manager 2.3%** (2024: 6.4%)

**Procurement Manager 2.7%** (2024: 4.6%)

**General Counsel 2.8%** (2024: n/a)

# 2025 BUDGETS & 2026 PREDICTIONS

	Lower Quartile	Median	Upper Quartile
2025 Actuals	3.5%	4.0%	4.0%
2026 Predictions	3.0%	3.4%	3.5%

Organisations are anticipating lower budgeted awards in 2026 across the spectrum.

**External market practice, Economic factors** and **Organisation-wide results** remain the key drivers for salary increases.

However, since last year the importance of Organisational wide results has lessened, with 71% of organisations this year placing it as 'moderate impact' compared to 60% of organisations last year placing it as 'strong impact'.

Less importance has also been placed on External market practice since last year, with 29% of organisations citing it has 'strong impact' compared to 40% last year.

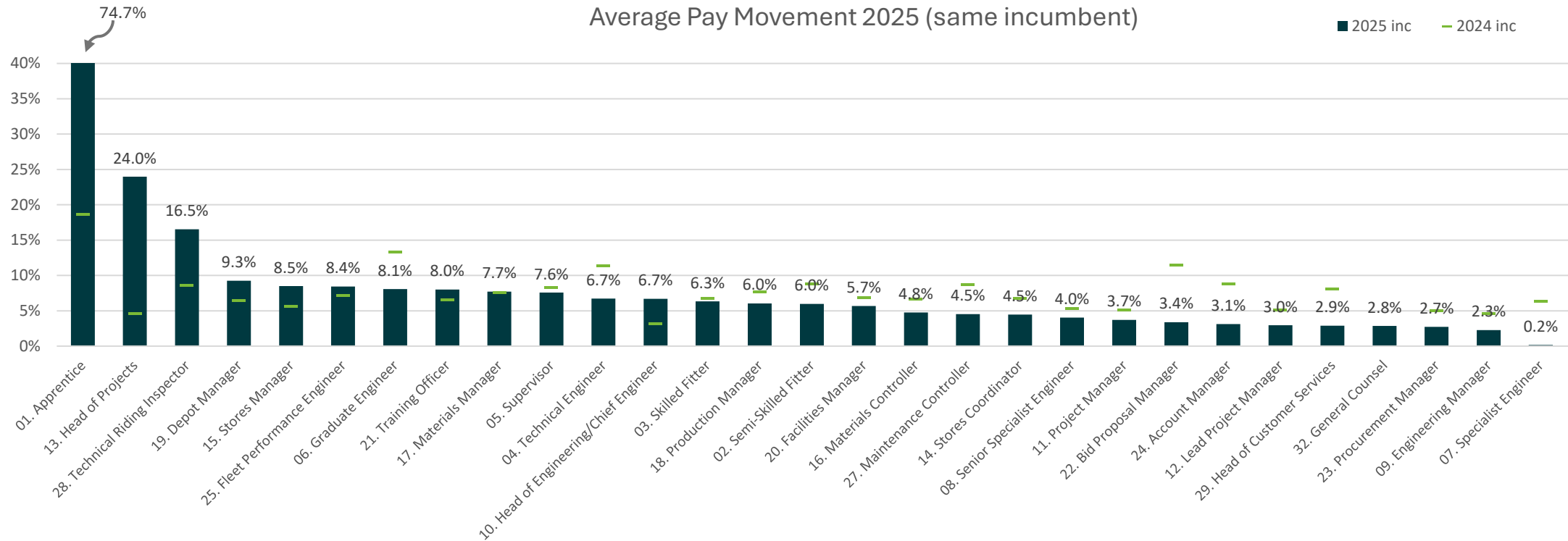
This year Team results do not play any factor on salary increases.

Factors impacting on salary increases	No impact	Moderate impact	Strong impact
External market practice	14% (0%)	57% (60%)	29% (40%)
Economic factors (e.g. inflation)	0% (0%)	43% (40%)	57% (60%)
Organisation wide results	0% (0%)	71% (40%)	29% (60%)
Business unit/department results	57% (60%)	43% (20%)	0% (20%)
Team results	100% (80%)	0% (20%)	0% (20%)
Employee's individual performance	29% (20%)	43% (40%)	29% (40%)
Line manager discretion	29% (20%)	57% (60%)	14% (20%)

\* () = 2024 figures

# BASE PAY MOVEMENTS

## BY ROLE



## 2025 to 2024 comparison highlights

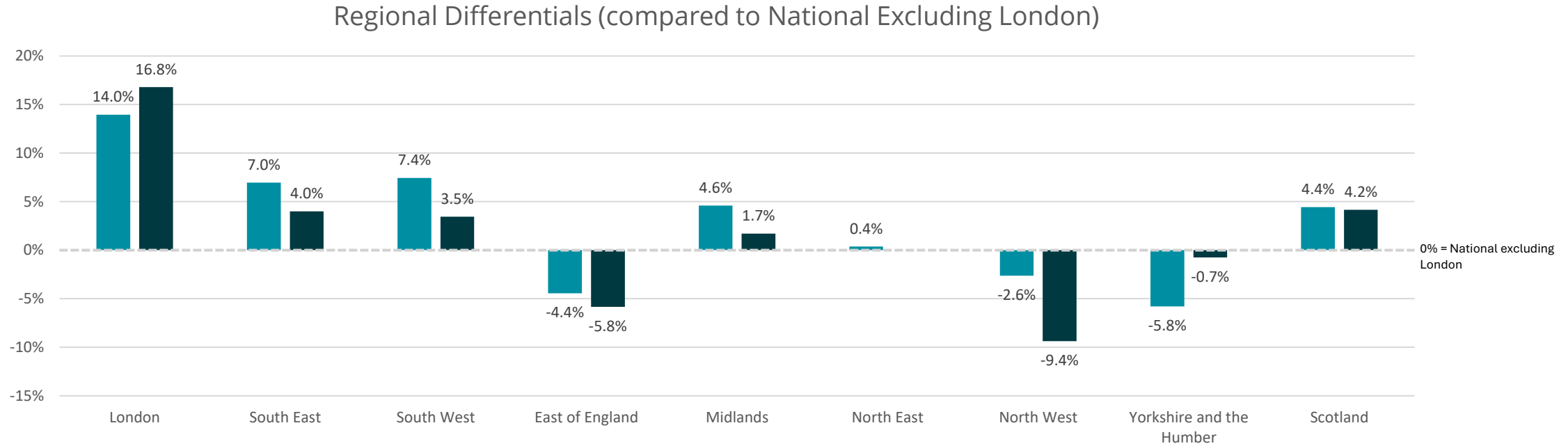
**Apprentice** and **Head of Project** roles have seen the largest average pay increases. Apprentice roles see the highest growth overall for the third year running

**Head of Projects** has seen second highest pay growth this year, when it saw the second lowest last year.

**Depot Manager** and **Stores Manager** also saw pay growth on the lower end of the scale last year but have seen some of the highest growth this year.

# BASE PAY PREMIUMS

## BY REGION



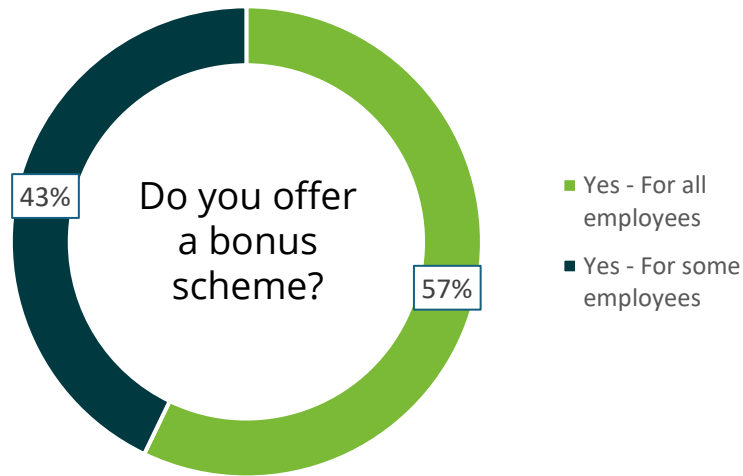
### Regional difference highlights

Overall, the average London premium across all survey roles has increased compared to last year – at **14.0%** (16.8% in 2024)

South East, South West, Midlands, and Scotland all continue to report differentials higher than that of National (excluding London).

# TOTAL REWARD

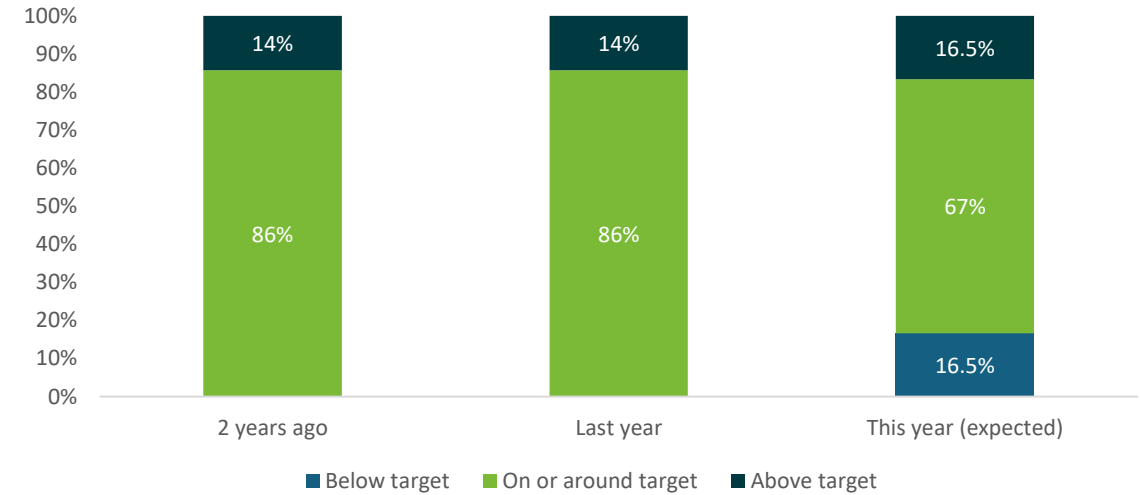
## BONUS



**100%** of organisations offer a bonus scheme as part of their package

	2025	2024
Median Payout	7.0% of salary	10.0% of salary

Bonus Awards by Year

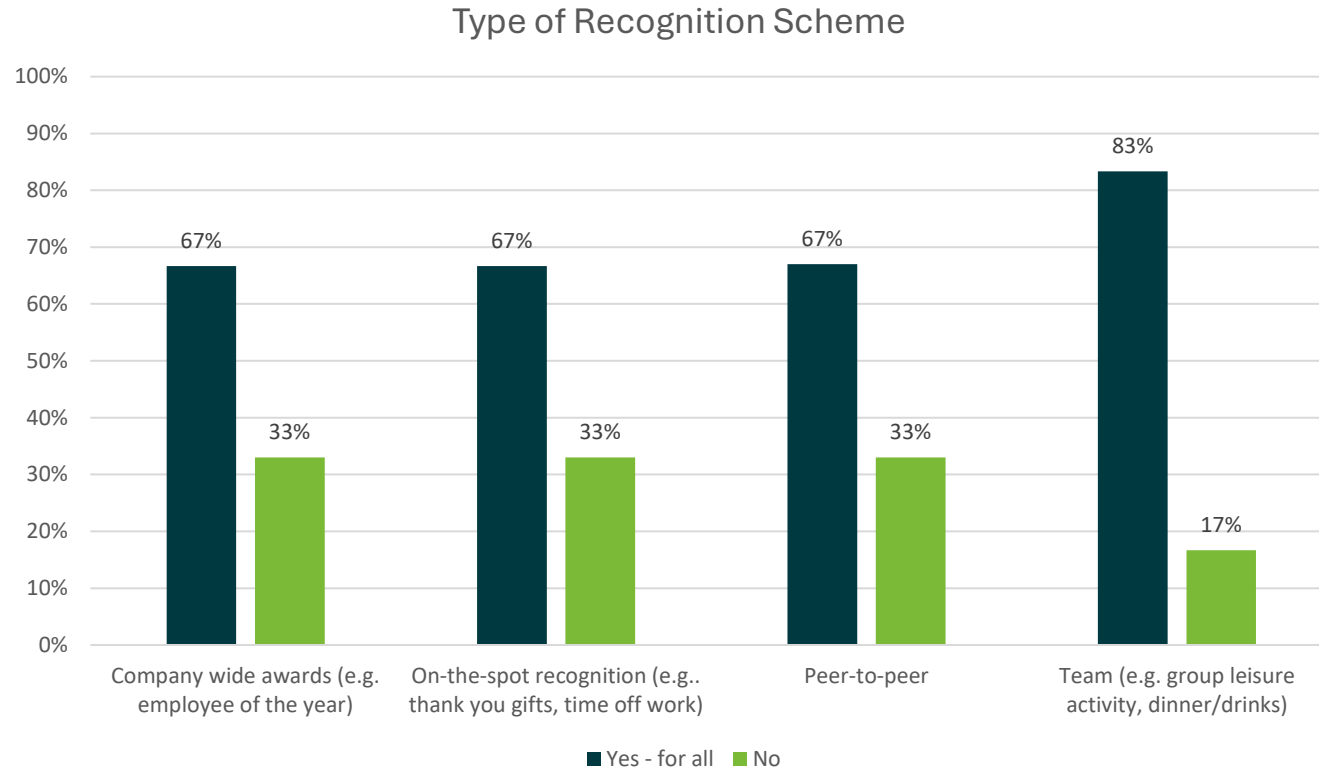


Median bonus pay-out was lower this year compared to 2024.

Looking forward, most organisations are confident bonuses with pay-out on or around target, though some uncertainty has crept in .

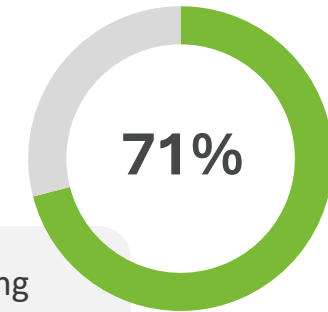
# TOTAL REWARD

## RECOGNITION



Organisations either extend a recognition scheme to all employees or none, with no instances of recognition being offered to only some employees

**71%** of participating organisations offer a formal recognition scheme

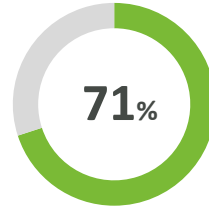


Annual Recognition Budget	% of Orgs
Between £200 and £500 per employee	57%
Between £50 and £200 per employee	14%
Less than £50 per employee	29%

# TOTAL REWARD

## BENEFITS & ALLOWANCES

Type of Benefit	% of Orgs
Employee Assistance Programme	100%
Enhanced Maternity/Paternity Leave	100%
Eye Care Vouchers	100%
Cycle to Work Scheme	100%
Resilience/Mental Health Awareness Training	100%
Subscriptions (Professional Bodies)	100%
Funding for education/professional qualifications	100%
Leave for Military/Reserve Activities	86%
Season Ticket Loan	86%
Study Leave	86%
Time off for Voluntary Work	86%
Sabbaticals (unpaid)	86%
Give-As-You-Earn/Payroll Giving	71%
Legal Advice	71%
Wellness Events/Days	71%
Childcare vouchers	71%
Financial Advice	71%
Formal Coaching/Mentoring Schemes	71%
Health Screening (as a stand-alone benefit)	71%



At least **71%** of organisations offered these benefits to some employees in 2025

Risen in prevalence:  
 Resilience/mental health training  
 Eye care vouchers  
 Legal advice  
 Healthcare Cash Plan (57%)

Allowances Provided	
Benefit Funding	On Call Allowance
Driving Allowance	Shift / Site Allowance
Car allowance	Transportation Allowance
Location Allowance	Unsocial Hours Allowance

	Lower Quartile	Median	Upper Quartile
Allowances (excl. car)	£5,546	£6,555	£10,236
Car allowance	£587	£647	£5,280

**24%** of incumbents received at least one allowance

**71%** of participating organisations offer at least one allowance (excl. car allowance)

**57%** of participating organisations provide a car allowance

**INNECTO**

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