



2021 Salary Survey

Welcome to our 2021 Salary Survey

Twenty-five years is a huge milestone for any business – or relationship. The challenges of the past year make this, the 25th anniversary edition of our salary survey that much more significant and something we are suitably proud of.

Like any business – but perhaps more so given the nature of what we do and the unique way we do it – relationships are at the very heart of our success. So, this document is designed to inform, but it is also a thank you for 25 years of loyalty and support. And it is a celebration of the many achievements we have made over those 25 years, the areas of growth we are seeing now, the innovations and investments we are making so that we can trailblaze a positive path forward.

A lot has happened for us in 25 years – as we are sure it has for you. We've grown from a team of just two people 25 years ago, to a team of around 50 now, with a national and global reach and reputation. We work tirelessly to retain our position as industry experts and leaders – just this year we acquired The Esprit Group, undertook our largest Mumsnet survey and saw growth in many areas. We have helped raise children into adults whose children we now look after, we have supported clients and candidates through difficult times and helped them celebrate the good times.

We hope you find this document both enjoyable and informative and that you will join us in celebrating this milestone. If you require any further information or would just like to have an informal conversation please call us on +44 (0) 20 7233 9950 or email info@greycoatlumleys.co.uk

Debbie Salter, Managing Director, Greycoat Lumleys

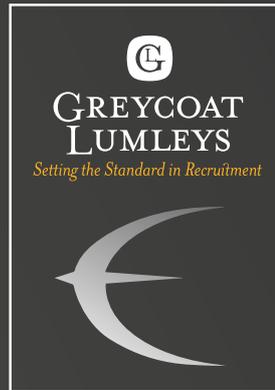
PLEASE NOTE: All salaries quoted throughout this document are a guideline only, from information gleaned over 2 years from the Greycoat Lumleys database of candidates and clients.

Growth ⁱⁿ rural Opportunities

Continued expansion.

We continue to invest as a demonstration of faith in our industry's resilience and a commitment to providing world-leading service to our clients - no matter what is happening in the world.

25 years ago, there were just two people running Greycourt Lumleys, working tirelessly to provide domestic staff to high net worth individuals based in Victoria, London. We wanted to offer a superior, more personal and expert approach to private staffing. Although we have always been ambitious, even we could not have predicted back then that we would be the 50-strong team we are now, having just acquired provider of elite staff to the events industry, The Esprit Group, and seeing growth both nationally and internationally even during what has been a challenging time for our industry. Between then and now, we consistently innovated to ensure growth - diversifying; training our consultants above and beyond so that we can offer a specialised service in each of our sectors; rebranding and restructuring; opening regional and then international offices so that we ensured unrivalled local knowledge. We still work tirelessly, taking pride in absolutely everything we do - even more so now with a 25-year proud history to uphold and a positive future to look forward to.



We are seeing growth like never before in every rural service we offer and we expect this to continue ...

For us, as a nation, it is a fascinating time in terms of where we are choosing to locate ourselves. Lockdown saw us take the final leap to a remote workforce and, as such, people are now much freer to live where they want, rather than where they need to be. Add in the fact that this period also encouraged many families to reassess their lives and priorities, and you can see why so much of our population is either relocating to more rural areas or residing in second homes. We expect this trend to continue and are fascinated to watch the effect it has on both the rural economy and the urban housing market. For us, demand for childcare, live-in managers and couples have all seen a significant increase in rural locations and we look forward to working more in these areas, contributing to thriving communities.





GREYCOAT LUMLEYS

Private Households & Estates

Flexibility, innovation and tailoring our offering to meet demand has been key to our growth in this sector and we expect this to continue. The housekeeper-nanny role continues to be popular with a 10% increase in placements – even during turbulent times, nationally. The integrated Nanny/Housekeeper role which became popular with our clients in recent years continues to be sought-after, as do female butlers. Overall, there has been a significant increase in demand for live-in roles of all types, which means our best live-in candidates can often choose from a number of varied and rewarding roles.

Couples to run and manage private households and estates continue to be our most popular candidates in this sector, with a 20% rise in recent years and we expect this to continue. Couples can be a more cost-effective, efficient way to run a house or estate, particularly in rural areas which are often busier throughout the week. Finding the right couples can be challenging for many factors such as accommodation, lifestyle and experience which is why we are particularly proud of the successful placements we are making and why we continue to use our reach to advertise for experienced couples.



Our reputation is built on listening to our clients and understanding their needs. We thought it might be useful to include some of the questions we have recently been frequently asked in this sector:

Which locations do you cover?

We work throughout the UK with London jobs up to the Midlands, Lancashire and Yorkshire where we have regional consultants, while our Edinburgh office covers Cumbria, Northumberland and Scotland. Our International team based in London covers the rest of the world. Our specialist teams cross-over with each other in respect of sharing candidates and working with the same clients the length and breadth of the UK and Internationally.

Can you help me establish what staff I need?

Our consultants can visit you to discuss your requirements and give advice on the roles suitable for the smooth running of the property.

We really like the candidate you introduced but are you able to give them specialist training?

Yes. Our consultants are all specialists in their sectors, usually with a long, successful career working in private households and estates themselves. They will not only ensure staff are fully briefed and understand your needs but they will deliver specialist training wherever needed.

Are you able to provide short-term staff and how do you guarantee their quality?

We provide staff on both a short-term and permanent basis – and you always have the option of taking on a candidate for the season with a view to then making the role permanent. Our candidates are vetted, known to us and trusted. During every placement we are in contact with clients to ensure the highest standards are being met and we will only ever recommend candidates who have been given the best reviews from our clients. Our reputation depends on it.

LONDON

POSITION	SPECIFICS	SALARY
House Manager	Live-In (F/T)	£45k-£60k
	Live-Out (F/T)	£45k-£60k
Chauffeur	Full Time	£40k-£50k
Close Protection Chauffeur	Full Time	£45k-£50k
Couples	Live-In (F/T)	£60k+ combined
Gardeners	Live-In (F/T)	£28k-£35k
	Live-Out (F/T)	£30k-£40k
Butler	Live-In (F/T)	£35k-£50k
	Live-Out (F/T)	£40k-£50k
Estate Workers/Handyman/Maintenance	Live-In (F/T)	£24k-£26k
	Live-Out (F/T)	£28k+
Chef	Full Time	£50k-£80k
PA	Full Time	£35k-£60k
	Part Time	£25-£35 per hour
Head Housekeeper	Live-In (F/T)	£40k-£45k
	Live-Out (F/T)	£40k-£50k
Housekeeper	Live-In (F/T)	£35k+
	Live-Out (F/T)	£33k-£43k
	Live-Out (P/T) / Temp	£12-£15 net per hour
Housekeeper/Nanny	Live-In (F/T)	£35k+
	Live-Out (F/T)	£35k-£48k
Housekeeper/Maids	Live-In (F/T)	£32k+
	Live-Out (F/T)	£30k-£35k
Housekeeper/Cooks	Live-In (F/T)	£35k-£39k
	Live-Out (F/T)	£32k-£41k
Laundress/Wardrobe Manager	Live-Out (F/T)	£39k-£45k





RURAL - HOME COUNTIES UP TO MIDLANDS

POSITION	SPECIFICS	SALARY
House Manager	Live-In (F/T)	£40k-£50k
Chauffeur	Full Time	£35k-£45k
Close Protection Chauffeur	Full Time	£40k-£50k
Couples	Live-In (F/T)	£52k-£65k
Head Gardeners	Live-In (F/T)	£28k-£35k
	Live-Out (F/T)	£30k-£40k
Gardeners	Live-In (F/T)	£23k-£28k
	Live-Out (F/T)	£28k-£35k
Estate Manager	Live-In (F/T)	£35k+
	Live-Out (F/T)	£40k+
Estate Workers/Handyman/Maintenance	Live-In (F/T)	£25k-£30k
	Live-Out (F/T)	£27k-£30k
PA	Full Time	£30k to £55k
	Part Time	£20-£30 per hour
Private Chef	Live-In (F/T)	£35k-£55k
	Live-Out (F/T)	£40k-£60k
Head Housekeeper	Live-In (F/T)	£40k-£45k
	Live-Out (F/T)	£40k-£45k
Housekeeper	Live-In (F/T)	£30k-£35k
	Live-Out (F/T)	£30k-£35k
	Live-Out (P/T) / Temp	£15 gross per hour +
Housekeeper/Nanny	Live-In (F/T)	£35k+
	Live-Out (F/T)	£35k+
Housekeeper/Cooks	Live-In (F/T)	£35k+
	Live-Out (F/T)	£35k+
Housekeeper/Maids	Live-In (F/T)	£28k
	Live-Out (F/T)	£28k-£33k
Laundress/Wardrobe Manager	Live-Out (F/T)	£39k-£45k

NORTH OF ENGLAND

POSITION	SPECIFICS	SALARY
Head Butler	Live-In (F/T)	£45k+
Butler	Live-In (F/T)	£30k+
Chauffeur	Full Time	£30k+
Couples	Live-In (F/T)	£50k+ combined
Head Gardener	Live-In (F/T)	£27.5k+
Sole Gardener	Live-In (F/T)	£22k+
Estate Workers/Handyman/Maintenance	Live-In (F/T)	£18k+
Household Manager	Live-In (F/T)	£45k+
PA	Full Time	£30k+
Housekeeper	Live-In (F/T) Per Week	£27.5k+
	Live-Out (F/T)	£27.5k+
	Live-Out (P/T)	£12 per hour



SCOTLAND, CUMBRIA & NORTHUMBERLAND

POSITION	SPECIFICS	SALARY
Butlers	Live-In (F/T)	£35k+
Chauffeur	Full Time	£25k-£30k
Couples	Live-In (F/T)	£40k
Management Couple	Live-In (F/T)	£45k
Housekeeper	Live-In (F/T)	£25k
	Live-Out (P/T)	£10-£12 per hour
Housekeeper/Nanny	Full Time	£22k
Gardeners	Live-In (F/T)	£22k-£25k
Estate Worker	Live-In (F/T)	£18k
Personal Assistant	Full Time	£30k-£40k





GREYCOAT LUMLEYS

Childcare & Education

We know that most parents are already feeling overwhelmed and finding the right person to look after their children can, understandably, feel like a daunting task.

Our priority is to ensure we understand the families we work with – their unique challenges and what they need and want from childcare. We wanted to quantify this so that we could better support even more families and continue to lead the way in this sector. So, we undertook our largest Mumsnet survey to date, asking over 1000 parents about the challenges they faced when trying to find the right childcare.

For the vast majority of parents, the search for childcare coincides with returning to work. One in two parents admit to struggling with the ‘mental load’ of managing their household and activities for children and returning to work adds considerably



to this. Most parents just need more time – whether that’s for work, for organising their household or for themselves. But it is also crucial to parents to find the right childcare. Although experience and reliability are important to parents, a carer’s love for children and trustworthiness are top priorities. Time and again parents said that the most important thing was finding the right person who ‘got’ them as a family. Most parents also wanted flexible childcare solutions.

This survey has been invaluable to us because it shows that not only are we already providing exactly the right service to the families we work with – getting to know them and our childcare professionals personally; thinking outside the box with flexible childcare roles to suit each family; taking the stress out of the search for childcare – we will also be able to help many more families.

We are already seeing an increased demand for the bespoke and flexible local one-to-one childcare that we are known for and only anticipate this increasing.

LONDON

POSITION	SPECIFICS	SALARY
<u>Nanny</u>	Live-In (F/T)	£26k-£33k
	Live-Out (F/T)	£35k-£45k
	Live-Out (P/T)	£12-£15 per hour
	Temp/Short Term	£100-£150 per day
<u>Governess</u>	Full Time	£45k to £65k
<u>Maternity Nurse</u>	Single Baby	£200-£250 per day
	Twins	£250-£325 per day

RURAL - HOME COUNTIES UP TO MIDLANDS

POSITION	SPECIFICS	SALARY
<u>Nanny</u>	Live-In (F/T)	£18.5k-30k
	Live-Out (F/T)	£29k-37.5k
	Live-Out (P/T)	£10-£12 per hour
	Temp/Short Term	£100-£150 per day
<u>Governess</u>	Live-In (F/T)	On application/ consultation
	Live-In (P/T)	On application/ consultation
<u>Maternity Nurse</u>	Single Baby	£180-£200 per day
	Twins	£200-£250 per day

NORTH OF ENGLAND

POSITION	SPECIFICS	SALARY
<u>Nanny</u>	Live-In (F/T)	£25k+
	Live-Out (F/T)	£27.5k+
	Part Time	£12-£15 per hour
<u>Maternity Nurse</u>	Single Baby	£200-£250 per day
	Twins	£250-£325 per day

SCOTLAND, CUMBRIA & NORTHUMBERLAND

POSITION	SPECIFICS	SALARY
<u>Nanny</u>	Live-In (F/T)	£22k+
	Live-Out (F/T)	£22k+
	Live-In (P/T)	£12k-£14k
	Live-Out (P/T)	£12-£14 per hour
	Weekends daily 10 hour days	£12-£14 per hour
	Weekends 24/2	£12-£14 per hour
	After school minimum of 20 hours per week	£12-£14 per hour
<u>Governess</u>	Temp/Short Term	£12-£14 per hour
<u>Governess</u>	Live-In (F/T)	£750-£1.5k per week
<u>Maternity Nurse</u>	Single Baby	£170-£200 per day
	Twins	£220-£250 per day
	Day/Nights Only	£15-£18 per hour



GREYCOAT LUMLEYS

Catering & Hospitality

Our private dining service continues to increase in popularity since the launch of our MyChef brand, with our renowned Private Chefs being booked up to 6 months in advance for parties and Christmas at-home dining experiences.

Private dining experiences were becoming more and more sought-after prior to covid-19 and demand has sky-rocketed since for obvious reasons. Because we offer such a wide-range of Chefs – from Michelin star names to upcoming Cooks – we have found that our client base has diversified in this area with bookings for all occasions.



Over the last ten years, our reputation for events has grown to the point that we acquired Esprit, provider of the full range of specialist staff to the events industry. Their elite team of hosts and hostesses, front-of-house personnel and behind-the-scenes staff are now available

to all Greycoat Lumleys clients, ensuring that we can offer even more support to ensure peace of mind and truly memorable events. Esprit's reputation has been earned through the continued development of their people, something we have always prioritised.

We have also diversified in this area to provide additional services to our corporate clients covering hotels, concierge and healthcare, mirroring the full range of services we offer on the private side but for a corporate setting.

LONDON

POSITION	SPECIFICS	SALARY
<u>Private Chef</u>	Full Time	£50k-£75k
<u>Chef</u>	Full Time	£45k-£60k
<u>Sous Chefs</u>	Full Time	£30k-£45k
<u>Chef de Partie</u>	Full Time	£20k-£30k
<u>Commis Chef</u>	Full Time	£18k-£22k
<u>Waiting Staff</u>	Full Time	£19k-£25k
<u>Kitchen Porters</u>	Full Time	£18k-£20k
<u>Sommelier</u>	Full Time	£20k-£40k
<u>Corporate PAs</u>	Full Time	£50k+

NORTH OF ENGLAND

POSITION	SPECIFICS	SALARY
<u>Private Chef</u>	Full Time	£30k+
<u>Estate Cook</u>	Live-In (F/T)	£22k+
	Live-Out (F/T)	£25k+
	Part Time	£12-£15 per hour

RURAL - HOME COUNTIES UP TO MIDLANDS

POSITION	SPECIFICS	SALARY
<u>Private Chef</u>	Live-In (F/T)	£35k-50k
	Live-Out (F/T)	£45k+
<u>Chef</u>	Full Time	£35k-£45k
<u>Sous Chefs</u>	Full Time	£25k-£35k
<u>Chef de Partie</u>	Full Time	£15k-£25k
<u>Commis Chef</u>	Full Time	£15k-£20k
<u>Waiting Staff</u>	Full Time	£17k-£19k
<u>Kitchen Porters</u>	Full Time	£16k-£19k
<u>Sommelier</u>	Full Time	£20k-£40k
<u>Corporate PAs</u>	Full Time	£40k-£50k

SCOTLAND, CUMBRIA & NORTHUMBERLAND

POSITION	SPECIFICS	SALARY
<u>Chef</u>	Full Time	£25k+
	Temp/Short Term	£100-£200 per day
<u>Waiting Staff</u>	Temp/Short Term	£10-£12 per hour
<u>Managers</u>	Full Time	£25k+



GREYCOAT LUMLEYS International

Our international sector has grown considerably over the last 5 years. From a long history of providing yacht and ski hosts to being specialists in recruitment for the Middle East, providing staff for palaces and businesses, helping candidates adjust to a different way of life and recruiting all over the world.

Most recently, we established a dedicated office in Switzerland and achieved the SECO licence. SECO is Switzerland's federal Government's centre of excellence for all core issues and we are one of very few recruitment agencies that has achieved a SECO Licence.

Today, we place candidates in full-time, part-time, temporary, travelling and contract positions across the globe, covering the whole of Europe, the USA, The Middle East, The Caribbean, African nations and many more sought-after locations. Quite a leap from a 2 person team providing private staff for residents in Victoria, London 25 years ago.

INTERNATIONAL - PRIVATE HOUSEHOLDS

POSITION	SPECIFICS	SALARY
Butler	Live-In (F/T)	£30k-£60k net per annum, UK equivalent*
Travelling Butlers	Live-In (F/T)	£40k-£70k net per annum, UK equivalent*
Chauffeur	Full Time	£25k-£45k net per annum, UK equivalent*
Couples	Live-In (F/T)	£4k-£5k net per month, UK equivalent*
Management Couples	Live-In (F/T)	£5k-£7k net per month, UK equivalent*
Estate Manager	Live-In (F/T)	£55k-£120k net per annum, UK equivalent*
Household Manager	Live-In (F/T)	£40k-£70k net per annum, UK equivalent*
Houseman	Live-In (F/T)	£25k-£35k net per annum, UK equivalent*
PA	Full Time	£40k-£75k net per annum, UK equivalent*
Travelling PA's	Live-In (F/T)	£35k-£60k net per annum, UK equivalent*
Palace Managers	Live-In (F/T)	£50k-£100k net per annum, UK equivalent*
Head Chef	Live-In (F/T)	£40k-£80k net per annum, UK equivalent*
Sous Chef	Live-In (F/T)	£30k-£50k net per annum, UK equivalent*

INTERNATIONAL - CATERING & HOSPITALITY

POSITION	SPECIFICS	SALARY
Head Chef	Full Time	£60k-£75k net per annum, UK equivalent*
Sous Chef	Full Time	£45k-£60k net per annum, UK equivalent*

INTERNATIONAL – CHILDCARE

POSITION	SPECIFICS	SALARY
<u>Nanny</u>	Live-In (F/T)	£700-£1,300 net per week UK equivalent*
	Temp/Short Term	£180-£250 net per day UK equivalent*
<u>Governess</u>	Live-In (F/T)	£1,000-£1,800 net per week UK equivalent*
<u>Maternity Nurse</u>	Single Baby - Temp/Short Term	£230-£300 gross per day
	Twins - Temp/Short Term	£300+ gross per day

INTERNATIONAL – SKI & YACHT

POSITION	SPECIFICS	SALARY
<u>Yacht Stewards/Stewardesses</u>	Full Time	€2.5k-€7k per month*
	Temp/Short Term	€2.5k-€7k per month*
<u>Ski Couples</u>	Full Time	€600-€1k per week*
	Temp/Short Term	€600-€1k per week*
<u>Yacht Pursers</u>	Full Time	€6k+ per month*
	Temp/Short Term	€6k+ per month*
<u>Ski Chefs and Cooks</u>	Full Time	€500-€1k per week*
	Temp/Short Term	€500-€1k per week*
<u>Yacht Chefs and Cooks</u>	Full Time	€3.5k-€9k per month*
	Temp/Short Term	€3.5k-€9k per month*
<u>Ski Nannies and Childcare</u>	Full Time	€600-€800 per week*
	Temp/Short Term	€600-€800 per week*

* Net Salaries are displayed when the salary guide position encompasses multinational locations with varying levels of tax and other deductions

** Net Salaries reflect the amount the employee will receive after deductions are made from their salaries





Housekeepers

£5K
INCREASE
— IN AVERAGE —
SALARIES
LIVE IN AND LIVE OUT



GREYCOAT
LUMLEYS

HIGH DEMAND



NANNY /
HOUSEKEEPERS



COUPLES



LIVE IN
CANDIDATES



DEMAND LEADING TO
short supply

INCREASE IN
female
BUTLERS



131%
TEMPORARY
HOUSE KEEPER
JOB GROWTH



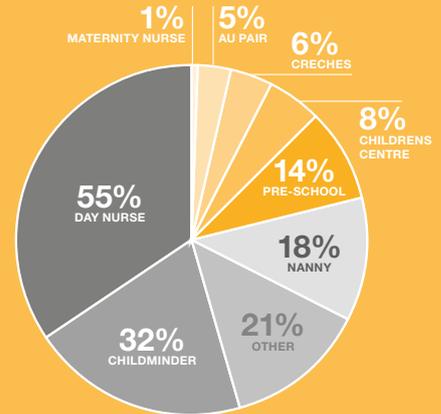
How difficult is finding a childcare professional?



When asked how did they find the process of finding childcare professional, almost half of parents describe it as difficult. This suggests that there is a market opportunity to make finding suitable professional care easier for parents.

What do parents? want.

What is your ideal childcare help for you and your family?





25 YEARS

SAVING *you* TIME,
MAKING *your* LIFE EASIER

- Delivering exceptional staff since 1996



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