



2018 Salary Survey



**GREYCOAT
LUMLEYS**

Setting the Standard in Recruitment





Welcome to our 2018 Salary Survey

We've collated exclusive data from our clients and candidates, as well as our experienced managers across our UK and international offices, so that you can use this document as a guide for your own requirements. We have also added our take on the latest market trends, set against the backdrop of our many years of experience.

We published our last Salary Survey on our 20th anniversary a couple of years ago and much has happened since so we wanted to also take this opportunity to update you on where we are now.

You may have noticed that, whilst you still have a dedicated Manager to oversee all your requirements, our team is growing rapidly. In our London Headquarters alone, our team has doubled, from 25 to 50 people in the last two years.

Due to international demand, we opened our first International Office in Dubai in 2016 and are pleased to say our international market is also growing and developing at a significant rate. Our specialist offices in the North of England and Scotland go from strength to strength continuing to provide a reassuringly local service to clients across the UK.

Brexit has, of course, had an impact on the amount of talented international candidates within the industry but we continue to use our unrivalled reputation and experience, invest in the latest candidate-attraction innovations and focus on maintaining long, trusting relationships to ensure we continue to provide you with the very best professionals now and in the future.

We hope that you will find this document both interesting and useful but the key to our long history is the trusted partnerships we build with you. We therefore also hope that you will feel able to call us at any time for an informal discussion or for impartial, experienced advice.

Myself and the growing Greycoat Lumleys team look forward to speaking with you soon,

Debbie Salter
Managing Director
Greycoat Lumleys 020 7233 9950

This Salary Survey is a guideline only and figures have been rounded up to the nearest pound. All salaries, unless stated, are quoted in gross.



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Private Households & Estates

A shift in traditional roles?

There has been much in the press this year about gender neutrality when it comes to Childcare but we are also seeing this reflected in the rejection of traditionally gender-biased roles. We see an increasing demand for male Childcare experts and female Chauffeurs, for example.

When it comes to Chauffeurs and dedicated Drivers we are also noticing a shift in preferences from the traditional uniformed, gloved Driver to a more discreet Chauffeur that can blend-in – particularly from our high-profile clients in the public eye.

The modern Butler turned House Manager

One of the largest salary increases we have seen has been in our Butler positions. A reason for this is the diversity that now comes with the role, demanding many different skill sets. While there will always be a place for the traditional Butler, many modern Butlers are taking on House Manager and PA duties. They often need to be able to multi-task, overseeing entire estates – as well as being tech savvy enough to operate modern security systems for example.

Coupling up

Many owners of estates are opting to employ experienced Couples to oversee everything rather than try to manage teams of multiple staff themselves. The benefit of having one trusted point of call saves a huge amount of time and creates peace of mind. We are investing in attracting the best management Couple candidates as this is a trend we anticipate continuing.

The head-hunted Housekeeper

The 'humble Housekeeper' role of years ago has now completely changed. We expect to see the salary for this position increasing as Housekeeping becomes a career with many progression and development opportunities. As with most of our roles, flexibility and a range of diverse skills are essential as modern Housekeepers may also be involved in cooking, Childcare or PA duties. This is a great stepping stone to a House Manager role and the candidates we attract for Housekeeping positions are increasingly career motivated and competitive when it comes to experience and qualifications.

LONDON

POSITION	SPECIFICS	SALARY
House Manager	Live-In (F/T)	£45k-£60k
	Live-Out (F/T)	£45k-£60k
Chauffeur	Full Time	£40k-£45k
Close Protection Chauffeur	Full Time	£45k-£50k
Couples	Live-In (F/T)	£55k-£67k combined
Gardeners	Live-In (F/T)	£22k-£30k
	Live-Out (F/T)	£24k-£30k
Butler	Live-In (F/T)	£38k-£48k
	Live-Out (F/T)	£40k-£50k
Estate Workers/Handyman/Maintenance	Live-In (F/T)	£24k-£26k
	Live-Out (F/T)	£25k+
PA	Full Time	£35k-£60k
	Part Time	£20-£35 per hour
Head Housekeeper	Live-In (F/T)	£35k-£41k
	Live-Out (F/T)	£37.5k-£45k
Housekeeper	Live-In (F/T)	£30k-£33.5k
	Live-Out (F/T)	£30k-£41k
	Live-Out (P/T) / Temp	£11-£13 net per hour
Housekeeper/Nanny	Live-In (F/T)	£30k-£33.5k
	Live-Out (F/T)	£30k-£41k
Housekeeper/Maids	Live-Out (F/T)	£26k-£35k
Housekeeper/Cooks	Live-In (F/T)	£30k-£33.5k
	Live-Out (F/T)	£32k-£41k



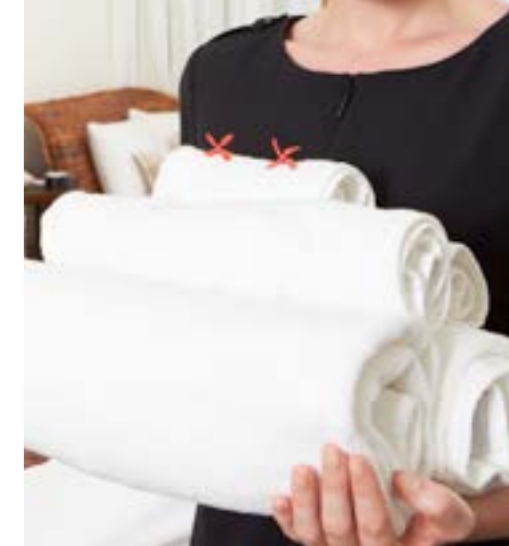


OUTER LONDON

POSITION	SPECIFICS	SALARY
House Manager	Live-In (F/T)	£40k-£45k
Chauffeur	Full Time	£35k-£40k
Close Protection Chauffeur	Full Time	£35k-£40k
Couples	Live-In (F/T)	£48k-£60k
Gardeners	Live-In (F/T)	£20k-£25k
Estate Manager	Live-In (F/T)	£30k-40k
	Live-Out (F/T)	£35k-£45k
Estate Workers/Handyman/Maintenance	Live-In (F/T)	£24k+
	Live-Out (F/T)	£25k+
PA	Full Time	£30k to £50k
	Part Time	£15-£25 per hour
Head Housekeeper	Live-In (F/T)	£30k-£41k
	Live-Out (F/T)	£37.5k-£45k
Housekeeper	Live-In (F/T)	£30k-£33.5k
	Live-Out (F/T)	£30k-£37.5k
	Live-Out (P/T) / Temp	£12 net per hour +
Housekeeper/Nanny	Live-In (F/T)	£30k-£33.5k
	Live-Out (F/T)	£30k-£37.5k
Housekeeper/Cooks	Live-In (F/T)	£30k-£37.5k
	Live-Out (F/T)	£30k-£37.5k
Housekeeper/Maids	Live-In (F/T)	£26k-£35k

NORTH OF ENGLAND

POSITION	SPECIFICS	SALARY
Head Butler	Live-In (F/T)	£45k
Butler	Live-In (F/T)	£30k
Chauffeur	Full Time	£25k
Couples	Live-In (F/T)	£45k+ combined
Head Gardener	Live-In (F/T)	£25k+
Sole Gardener	Live-In (F/T)	£18k+
Estate Workers/Handyman/Maintenance	Live-In (F/T)	£18k+
Household Manager	Live-In (F/T)	£45k
PA	Full Time	£35k
Housekeeper	Live-In (F/T) Per Week	£25k
	Live-Out (F/T)	£27k
	Live-Out (P/T)	£10-£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+
Estate Worker	Live-In (F/T)	£16k+
Personal Assistant	Full Time	£30k-£40k





INTERNATIONAL

POSITION	SPECIFICS	SALARY
Butler	Live-In (F/T)	£40k-£55k UK equivalent
Travelling Butlers	Live-In (F/T)	£50k-£80k UK equivalent
Chauffeur	Full Time	£40k-£60k UK equivalent
Couples	Live-In (F/T)	£4k-£5k per month
Management Couples	Live-In (F/T)	£5k-£7k per month
Estate Manager	Live-In (F/T)	£65k-£120k UK equivalent
Household Manager	Live-In (F/T)	£45k-£70k UK equivalent
Houseman	Live-In (F/T)	£30k-£40k UK equivalent
PA	Full Time	£40k-£70k UK equivalent
Travelling PA's	Live-In (F/T)	£45k-£80k UK equivalent
Palace Managers	Live-In (F/T)	£50k-£95k Tax Free in Middle East
Head Chef	Live-In (F/T)	£50k-£70k UK equivalent
Sous Chef	Live-In (F/T)	£45k-£65k UK equivalent

Childcare

The rise of the Nanny continues

The demand for good Nannies and Childcare professionals continues. Last year Norland College reported a 6:1 positions-to-graduates ratio and industry data shows that Brexit is not having any negative influence on the amount of families requesting a Nanny.

We find that clients are prepared to pay more than ever before for the right person. This includes an increasing number of benefits for candidates and, of course, pension schemes since the new legislation came into effect at the end of 2017.

The role of the Nanny and Childcare professional is becoming ever more varied. As the importance of early years education and the lasting impact of early child development becomes more understood, we see increasing requests for Childcare experts with child psychology degrees and 10+ years' experience.

An emerging market in Childcare?

In addition, with both partners having international careers in many households, travel is becoming more likely for many of the Nannies we place. In 2018, global investment firm Apax, offered to pay for Au Pairs to travel with female employees during their first 18 months after maternity leave. Many of the UK's largest corporate names, such as Goldman Sachs, HSBC and Deutsche Bank provide creches and emergency Childcare, so we anticipate 'corporate Childcare' clients being an emerging market for us throughout 2018 and beyond.





LONDON

POSITION	SPECIFICS	SALARY
Nanny	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
Governess	Full Time	£45k to £65k
Maternity Nurse	Temp/Short Term	
	Single Baby	£200-£250 per day
	Twins	£250-£325 per day

OUTER LONDON

POSITION	SPECIFICS	SALARY
Nanny	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
Governess	Live-In (F/T)	On application/consultation
	Live-In (P/T)	On application/consultation
Maternity Nurse	Temp/Short Term	
	Single Baby	£180-£200 per day
	Twins	£200-£250 per day



NORTH OF ENGLAND

POSITION	SPECIFICS	SALARY
Nanny	Live-In (F/T)	£22k+
	Live-Out (F/T)	£25k+
	Part Time	£12-£15 per hour
Maternity Nurse	Temp/Short Term	
	Single Baby	£200-£250 per day
	Twins	£250-£325 per day

SCOTLAND, CUMBRIA & NORTHUMBERLAND

POSITION	SPECIFICS	SALARY
Nanny	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
	Temp/Short Term	£12-£14 per hour
Governess	Live-In (F/T)	£750-£1.5k per week
Maternity Nurse	Temp/Short Term	
	Single Baby	£170-£200 per day
	Twins	£220-£250 per day
	Day/Nights Only	£15-£18 per hour





INTERNATIONAL

POSITION	SPECIFICS	SALARY
Nanny	Live-In (F/T)	£700-£1k per week
	Temp/Short Term	£100-£150 per day
Governess	Live-In (F/T)	£58k to £85k
Maternity Nurse	Single Baby - Temp/Short Term	£230-£300 per day
	Twins - Temp/Short Term	£300 per day



Catering & Hospitality

Every occasion is special

As technology makes the world smaller, many families are scattered around the country or even around the world. We believe the demand for private catering and hospitality increases because lives are busy and people just want to make the most of getting friends or family together whenever possible.

We continue to be proud of the calibre of Chefs that we provide for either long-term or short-term positions. Many top Chefs are finding that they enjoy the intimacy and different 'pace' of private catering and we are very pleased to find ourselves talking to many of the biggest names in the food industry.

'Staying in' continues to be the new 'going out'

The popularity of our MyChef service suggests that the trend for fine dining at home continues. Whether they are in the public eye, or simply want to make an occasion even more special, many of our clients are opting to hire a Chef for a one-off party or gathering in the privacy and comfort of their home, rather than go out to a restaurant.

We've witnessed a rise in requests for experienced catering staff for longer-term positions from Family Cooks to Michelin starred Chefs. We also find that clients want much more input into menus, such as the sourcing of ingredients or catering for particular diets. As a result, the role of our Chefs has expanded and many of our clients request both nutritional expertise and creative flair so that they can enjoy a free-from or vegan diet for example, without compromising on taste, presentation or variety.

Demand for our Corporate Catering and Hospitality service has increased to the point that it has become a separate division of our company. If you would like to learn more about these services please get in touch with us and we would be happy to help.



LONDON

POSITION	SPECIFICS	SALARY
Private Chef	Full Time	£50k-£75k
Chef	Full Time	£45k-£60k
Sous Chefs	Full Time	£28k-£45k
Chef de Partie	Full Time	£20k-£28k
Commis Chef	Full Time	£18k-£22k
Waiting Staff	Full Time	£19k-£25k
Kitchen Porters	Full Time	£18k-£20k
Sommelier	Full Time	£20k-£40k
Corporate PAs	Full Time	£50k+

NORTH OF ENGLAND

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

OUTER LONDON

POSITION	SPECIFICS	SALARY
Private Chef	Live-In (F/T)	£35k-50k
	Live-Out (F/T)	£60k
Chef	Full Time	£35k-£45k
Sous Chefs	Full Time	£25k-£35k
Chef de Partie	Full Time	£15k-£25k
Commis Chef	Full Time	£15k-£20k
Waiting Staff	Full Time	£17k-£19k
Kitchen Porters	Full Time	£16k-£19k
Sommelier	Full Time	£20k-£40k
Corporate PAs	Full Time	£40k-£50k

SCOTLAND, CUMBRIA & NORTHUMBERLAND

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



INTERNATIONAL

POSITION	SPECIFICS	SALARY
Head Chef	Full Time	£60k+
Sous Chef	Full Time	£45k-£60k



Ski & Yacht

The trend for both Yacht ownership and chartering continues to increase.

Whether our yachting clients are looking for a lifestyle change, a new challenge or simply somewhere to get away from everything and soak up the sun – they continue to require the type of superior, experienced and discreet yachting crews for which Greycoat Lumleys is known.

As our international activity increases we continue to invest in attracting Ski candidates from all over the world for Catering, Childcare or Chalet Management positions. As with all our sectors, clients are looking for ever more qualified and experienced candidates with the flexibility and expertise to build a career in this field.



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





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