

Building Control 2025 Mid Year Update

The first half of 2025 has underscored the ongoing crisis within building control recruitment. While 2024 was defined by mass retirements and the initial teething issues of the Building Safety Regulator (BSR) framework, this year has seen those challenges deepen, with vacancies now at unprecedented levels. The acute shortage of qualified professionals has only worsened, and the competition for candidates is fiercer than ever.

While many local authorities have managed to secure coverage at Class 2A, the most critical shortfalls now lie at Class 2F and Class 3 levels. Not as many professionals have successfully qualified at 2F as initially hoped, and this has led to significant resourcing bottlenecks, especially on more complex or high-risk projects. Completion certificates are being delayed, and workloads are falling behind schedule due to the sheer lack of available and appropriately qualified staff.

This scarcity has had predictable consequences: interim contract rates have inflated even further, especially for senior-level inspectors. In some cases, the market is now seeing unsustainable day rates driven by desperation rather than true market value. Despite this, permanent salaries have remained relatively steady, creating a growing divide between interim and staff remuneration.

It is more important than ever that employers work collaboratively to avoid artificially inflating rates further. While it's tempting to outbid the competition in a candidate short market, this approach only deepens the crisis in the long term. Fair market pricing and responsible hiring practices must take precedence if we hope to stabilise the sector.

In response to the shortage, several authorities and consultancies are rightly investing in apprenticeships and junior training programmes. However, this is still not happening at the scale or pace required. Hiring managers must dedicate more time and resources to developing the next generation of surveyors, especially given the time required for progression between competency classes under the BSR regime.

As we enter the second half of 2025, the message is clear: the market remains highly volatile, and structural solutions, not just short-term fixes, are urgently needed.

In light of this we have slightly amended some of the contract rates since we first published in January 2025.

2025 Mid Year Revised Salary Ranges

Public Sector - Contract Rates

Job Title	Contract Rates (Per Hour)		
	Min. Rate	Max. Rate	Average*
Class 2 A-D	£55	£65	£60
Class 2 F	£65	£80	£72.50
Class 3 GH	£75	£100	£87.50
Class 4 Manager	£80	£120	£100

*Mean

The Carrington West 2025 Mid Year Salary Survey details salary information and recruiting trends in the regions and business sectors we cover. Our information has been researched and collated with the help of our clients and candidates and from our working knowledge of the marketplace. Our consultants have extensive expertise in their practice area and the information reported is based on extensive interaction with hiring managers, HR professionals and in-house recruiters as well as data extracted from our own database and internal research resources. As with all reports that detail salary information and trends, we represent the mainstream view and we recognise there will be individual situations that fall outside the data published. This survey is therefore a guide to general movement in the sector. Please contact us for further information or for clarification on any of the compensation trends detailed in this report.