



**GREYCOAT
LUMLEYS**

Setting the Standard in Recruitment

2024 / 2025 Salary Survey



I am delighted to share with you our most recent Salary Survey which we anticipate being welcomed by our clients and industry.

Key headlines show some positions – particularly those which have diversified, attracting candidates with multiple skillsets – commanding a much greater wage and others – particularly Live-In roles which protect candidates from the cost-of-living impact on rent and utilities – staying the same or slightly decreasing to reflect these alternative benefits. In Scotland, roles continue to be in high demand and salaries have reduced to be more in line with those of 2022.

You may notice we have changed how we report on our international sector, by splitting it into three markets: USA, Europe and Middle East. We have done so to enhance the survey's relevance for you, making clearer how salaries look in these specific regions.

The key takeaway is that in all areas, despite ongoing global uncertainty, we continue to see robust growth and we attribute much of this to our expert consultants getting to know clients and candidates personally so they can keep creating those perfect matches.

We need to thank our candidates and clients for supplying this data and once again making this report possible. As always, we must point out that this is a guide only and that individual salaries are affected by many variables. We are pleased to share our insights and trust you will find them useful in the coming year when we look forward to providing you with the five-star service we are known for.

PLEASE NOTE:

All salaries quoted throughout this document are a guideline only and should not be taken as definitive - candidate experience varies greatly and can impact salary expectations for individual candidates.

Debbie Salter

Debbie Salter, Managing Director, Greycoat Lumleys



28 years, five salary surveys and counting

In recent years, our salary surveys have evolved into the industry guide for clients, candidates and the press. We are proud of these documents and the attention that people pay to them but now is a good time to remind readers that they act as a guide only. And there's a very good reason why.

Because we attract the best candidates there are occasions where we will need to reward them with salaries and benefits over the industry average. We are proud of this because we all know that if you want the best you need to be prepared to pay a little extra – and this is further proof that our top candidates are the best in their business.

We also understand that as life evolves in many different directions, clients are looking to us for flexible support that suits their budget and lifestyle.

Whether you need short-term local temporary childcare or a world-famous chef for your corporate yachts and dining rooms, we look forward to providing the very best people available.





GREYCOAT LUMLEYS

Private Households & Estates



The cost-of-living crisis is borne out in the trends we are seeing in Live-In and Live-Out roles.



• Salaries for candidates living independently have seen an increase to reflect inflation whereas salaries for Live-In roles have remained the same and even decreased. This reflects the attractiveness of a position where rent and bills are included in the current financial climate.

• Couples remain in demand and this is mirrored in salaries increasing across the UK, with London seeing a 50% rise in some cases. The attraction of Couples often being a greater combined skillset enabling diversification and flexibility within roles.

• London has also seen increases in PA salaries due to market trends on the corporate side of our services which are reflected in our private recruitment.

• Rurally, Chauffeur, Live-In/Live-Out Estate Manager and Housekeeper/Cook salaries have risen significantly. This is attributable to a combination of pandemic-related migration from cities and increased travel.

LONDON

POSITION	SPECIFICS	SALARY
House Manager	Live-In (F/T)	£55k-£65k
	Live-Out (F/T)	£65k-£80k
Personal Assistant	Full Time	£45k-£80k
	Part Time	£25-£35 per hour
Butler	Live-In (F/T)	£45k-£50k
	Live-Out (F/T)	£45k-£60k
Chauffeur	Full Time	£50k-£55k
	Part Time / Temp	£250 per day
Close Protection Officers	Full Time	£60k-£70k
	Part Time / Temp	£500 per day
Head Gardener	Live-In (F/T)	£45k
Gardener	Live-In (F/T)	£35k+
	Live-Out (F/T)	£30k-£40k
Estate Workers/Handyman/Maintenance	Live-In (F/T)	£30k
	Live-Out (F/T)	£40k+
Couples	Live-In (F/T)	£75k - £90k combined
Head Housekeeper	Live-In (F/T)	£48K-£55K
	Live-Out (F/T)	£50K-£65K
Housekeeper	Live-In (F/T)	£40k-£43k
	Live-Out (F/T)	£40k-£50k
	Live-Out (P/T) / Temp	£17-£22 gross p/h weekdays
	Live-Out (P/T) / Temp	£19-£24 gross p/h weekends
Housekeeper/Nanny	Live-In (F/T)	£38k-£45k
	Live-Out (F/T)	£42k-£52k
Housekeeper/Cooks	Live-In (F/T)	£40k-£45k
	Live-Out (F/T)	£43k-£50k
Junior Housekeeper/maid	Live-In (F/T)	£38K-£40K
	Live-Out (F/T)	£38K-£45K
Laundress	Live-Out (F/T)	£45k-£50k
Wardrobe Manager	Live-In (F/T)	£50k+
	Live-Out (F/T)	£55k+

RURAL - HOME COUNTIES UP TO MIDLANDS

POSITION	SPECIFICS	SALARY
House Manager	Live-In (F/T)	£45k-£55k
	Live-Out (F/T)	£60k-£70k
Personal Assistant	Live-Out (F/T)	£40k to £80k
	Live-Out (P/T)	£25-£30 per hour
Butler	Live-In (F/T)	£40k-£50k
	Live-Out (F/T)	£50k-£60k
Chauffeur	Live-Out (F/T)	£45k-£55k
Close Protection Officers	Live-Out (F/T)	£55k-£65k
Estate Manager	Live-In (F/T)	£45k-£50k
	Live-Out (F/T)	£50k-£60k
Head Gardener	Live-In (F/T)	£38k-£45k
	Live-Out (F/T)	£40k-£50k
Gardener	Live-In (F/T)	£30k-£40k
	Live-Out (F/T)	£35k-£40k
Estate Workers/Handyman/ Maintenance	Live-In (F/T)	£30k-£38k
	Live-Out (F/T)	£35k-£45k
Couples	Live-In (F/T)	£70k-£85k combined
	Live-In (P/T)	£45k-£60k combined
	Live-In Junior Couples	£55k-£65k combined
Head Housekeeper	Live-In (F/T)	£45k-£55k
	Live-Out (F/T)	£50k-£65k
Senior Housekeeper	Live-In (F/T)	£40k-£45k
	Live-Out (F/T)	£43k-£48k
Housekeeper	Live-In (F/T)	£35k-£40k
	Live-Out (F/T)	£38k-£43k
	Live-In (P/T) / Temp	£17 - £20 gross per hour
	Live-Out (P/T) / Temp	£18 - £22 gross per hour
Housekeeper/Nanny	Live-In (F/T)	£40k-£45k
	Live-Out (F/T)	£43k-£50k
	Live-Out (P/T) / Temp	£19-£22 gross p/h
Housekeeper/Cooks	Live-In (F/T)	£40k-£50k
	Live-Out (F/T)	£43k-£50k
Junior Housekeeper/maid	Live-In (F/T)	£30k-£35k
	Live-Out (F/T)	£35k-£38k
Laundress	Live-Out (F/T)	£45k+

NORTH OF ENGLAND

POSITION	SPECIFICS	SALARY
Housekeepers	Live-In (F/T)	£35k-£40k+
	Live-Out (F/T)	£38k-£45k+
	Live-Out (F/T) per hour	£18.00+
Head Gardener	Live-In (F/T)	£35k+
	Live-Out (F/T)	£35k-£40k+
Sole Gardener	Live-In (F/T)	£30k+
	Live-Out (F/T)	£30k+
Under Gardener/ Estate Worker	Live-In (F/T)	£25k+
	Live-Out (F/T)	£25k+
Caretaker/Maintenance/ Allrounder	Live-In (F/T)	£35k+
	Live-Out (F/T)	£35k+
Personal Assistant	Live-Out (F/T)	£45k+
House Manager	Live-In (F/T)	£40k-£45k+
	Live-Out (F/T)	£50k+
Estate Manager	Live-In (F/T)	£50k+
	Live-Out (F/T)	£50k+
Couples	Live-In (F/T)	£70k+
Chauffeur	Live-Out (F/T)	£40k+
Butler	Live-In (F/T)	£40k+

SCOTLAND, CUMBRIA & NORTHUMBERLAND

POSITION	SPECIFICS	SALARY
Butlers	Live-In (F/T)	£45k+
Chauffeur	Full Time	£35k+
Couples	Live-In (F/T)	£60k+ combined
Management Couple	Live-In (F/T)	£65k+
Housekeeper	Live-In (F/T)	£40k+
	Live-Out (P/T)	£15+ per hour
Housekeeper/Nanny	Full Time	£35k+
Gardeners	Live-In (F/T)	£30k+
Head Gardener	Live-In (F/T)	£35k+
Estate Workers/Handyman/ Maintenance	Live-In (F/T)	£25k+
Personal Assistant	Full Time	£40k



GREYCOAT LUMLEYS

Childcare



Salaries for nannies have stabilised in London and throughout the UK.



- Live-In roles have seen a slight reduction in salary, continuing the theme of the cost-of-living crisis making Live-In roles particularly attractive to candidates at this time.
- In London, the average Governess salary has increased significantly. Standing at £45k-£65k+ last year, that figure now starts from £65k and rises to £85k+. This, like many of the current trends in the childcare sector, is due to the impact of macro PEST (Political, Economic, Social and Technological) factors.

- Roles are very much in-demand in Scotland, with unprecedented levels of applications. Multi-skilled roles which use transferable skills are attractive to both clients and candidates – for example nannies who can also manage Cook and Housekeeper duties – reflecting the desire for flexibility.

NORTH OF ENGLAND

POSITION	SPECIFICS	SALARY
Nanny	Live-In (F/T)	£30k-£33k+
	Live-Out (F/T)	£30k-£36k
	Part Time	£15-£17 per hour
Maternity Nurse	Single Baby	£250-£350 per day (†DOE)
	Twins	£300-£450 per day (†DOE)
Mother's Help	Full Time	£28k-£32k

LONDON

POSITION	SPECIFICS	SALARY
Nanny	Full Time Live-In	£35k-£45k + GPA
	Full Time Live-Out	£55k-£65k + GPA
	Part Time Live-Out	£20-£25 gross per hour
	Short Term	£22-£25 gross per hour
	Short Term / Travel	£300-£350 gross per day
Governess	Full Time	£65k-£85k + GPA
Maternity Nurse	Single Baby	£350-£550 gross per 24 hours
	Twins	£450-£650 gross per 24 hours
	Night Nurse	£300-£350 per night

RURAL - HOME COUNTIES UP TO MIDLANDS

POSITION	SPECIFICS	SALARY
Nanny	Full Time Live-In	£30k-£40k + GPA
	Full Time Live-Out	£50k-£60k + GPA
	Part Time Live-Out	£20-£25 gross per hour
	Short Term	£22-£25 gross per hour
	Short Term / Travel	£300-£350 gross per day
Governess	Live-In (F/T)	£65k-£85k + GPA
Maternity Nurse	Single Baby	£250-£350 per day (†DOE)
	Twins	£300-£450 per day (†DOE)
	Night Nurse	£300-£350 per night

SCOTLAND, CUMBRIA & NORTHUMBERLAND

POSITION	SPECIFICS	SALARY
Nanny	Live-In (F/T)	£30k+
	Live-Out (F/T)	£30k+
	Part Time	£15 per hour
Governess	Live-In (F/T)	£750-£1.5k per week
Maternity Nurse	Single Baby	£250-£350 per day (†DOE)
	Twins	£300-£450 per day (†DOE)
	Day/Nights Only	£15-£18 per hour
Mother's Help	Full Time	£28k-£32k



GREYCOAT LUMLEYS

Catering and Hospitality



Private Chef salaries in London, the Home Counties and Rural/Midland areas have yet again increased significantly.



• Last year we reported that London Private Chef salaries had increased from £50k - £75k to £80k - £100k. Today, both in London and rurally, they can earn anything between £60k - £120k. The appeal of private entertaining continues and people are investing more than ever in their nutritional health, increasing demand for chefs who specialise in nutrition.

• We are now also the leading agency for corporate hospitality and catering staff – thanks to our acquisition of the Esprit group, London’s premier events group. Should you need a Private or Corporate Chef, we have access to the highest calibre of catering staff, including world-famous names.

NORTH OF ENGLAND

POSITION	SPECIFICS	SALARY
Private Chef	Full Time	£40k+

LONDON

POSITION	SPECIFICS	SALARY
Executive Chef	Full Time	£80k-£150k
Private Chef	Full Time Live-In	£50k-£90k
	Full Time Live-Out	£60k-£120k
Head Chef	Full Time	£50k-£80k
Sous Chef	Full Time	£40k-£50k
Chef de Partie	Full Time	£34k-£40k
Commis Chef	Full Time	£28k-£34k
Waiting Staff	Full Time	£25k-£40k
Kitchen Porters	Full Time	£25k-£28k
Sommelier	Full Time	£35k-£45k

RURAL - HOME COUNTIES UP TO MIDLANDS

POSITION	SPECIFICS	SALARY
Executive Chef	Full Time	£60k-£120k
Private Chef	Full Time Live-In	£50k-£90k
	Full Time Live-Out	£60k-£120k
Head Chef	Full Time	£45k-£70k
Sous Chef	Full Time	£35k-£45k
Chef de Partie	Full Time	£30k-£38k
Commis Chef	Full Time	£28k-£34k
Waiting Staff	Full Time	£25k-£40k
Kitchen Porters	Full Time	£25k-£28k
Sommelier	Full Time	£35k-£45k

SCOTLAND, CUMBRIA & NORTHUMBERLAND

POSITION	SPECIFICS	SALARY
Chef	Full Time	£30k+
	Temp/Short Term	£150-£300 per day
Waiting Staff	Temp/Short Term	£10-£15 per hour
Managers	Full Time	£30k+



GREYCOAT LUMLEYS

International



Travel remains a complex affair and candidates that still want to travel also want to be recompensated for this.



- International positions are very attractive to our candidate base, whether it's a desired location or an opportunity to work in a new country and discover new cultures.
- It is difficult to capture medium-term data in this sector because the global context is changing so rapidly.
- The talent-pool of candidates is much greater for clients who are centrally-based, offer good accommodation or assist with relocation.
- Since the changes in the UK's European status, we always pro-actively seek candidates with the increasingly desired dual EU/UK citizenship. We also have candidates that have EU/USA or UK/USA valid visas which can be a great solution for clients with cross continental properties.
- Every international placement is unique and our highly experienced team of International consultants will always endeavour to offer solutions efficiently and with transparency.

INTERNATIONAL - CHILDCARE

POSITION	USA	EUROPE	MIDDLE EAST
Nanny	\$100,000+	800€ / 1,000€ Net per week	£1,000 per week
Governess	\$150,000+	1,200€ / 2,000€ Net per week	£1,500/£2,500 per week
Maternity Nurse	\$50-\$70 per hour	£350-£550 per 24 hours	£350-£650 per 24 hours
Night Nurse	\$50-\$70 per hour	£300-£350 per night	£300-£350 per night

INTERNATIONAL - PRIVATE HOUSEHOLDS

POSITION	USA	EUROPE	MIDDLE EAST
Butler Live-In (F/T)	\$90,000-\$120,000	€60k-€75k	£50k-£65k
Travelling Butlers Live-In (F/T)	\$100,000-\$120,000	€60k-€75k	£60k-£75k
Estate Manager Live-In (F/T)	\$150,000-\$250,000	€60k-€80k	£65k-£100k
Household Manager Live-In (F/T)	\$120,000-\$175,000	€60-€100k	£65k-£100k
Houseman Live-In (F/T)	\$90,000-£100,000	€45-€60k	£45k-£60k
Personal Assistant Full Time	\$120,000-\$200,000	€60-€100k	£60-£100k
Travelling Personal Assistant Live-In (F/T)	\$150,000-\$220,000	€70k-€110k	£75k-100k
Palace Managers Live-In (F/T)	n/a	£80k-£120k	n/a
Housekeeper	\$100,000-\$120,000	€42k-€72k	£45k-£60k
Head Housekeeper	\$150,000-\$175,000	€55k-€65k	£60k-£100k
Couples	\$120,000 GPA	€5,500 NET combined P/M	£100,000 PA Tax free
Management Couple	\$150,000 GPA	€6,000 combined P/M	£150,000 PA Tax free

INTERNATIONAL - CATERING & HOSPITALITY

POSITION	USA	EUROPE	MIDDLE EAST
Private Head Chef	\$110,000 GPA	€6,000 NET P/M	£100,000 PA Tax free
Private Chef	\$90,000 GPA	€5,000 NET P/M	£72,000 PA Tax free

INTERNATIONAL - SKI & YACHT

POSITION	SPECIFICS	SALARY
Yacht Stewards/Stewardesses	Full Time	€2.5k-€3.5k per month*
	Temp/Short Term	€2.5k-€3.5k per month*
Chief Steward/Head Service	Full Time	€4k-€8k per month*
	Temp/Short Term	€4k-€8k 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*

* 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 † DOE = Depending on Experience

10 reasons why people continue to choose Greycoat Lumleys

1

London's leading private recruitment agency

2

Continued investment in state-of-the-art technology

3

A personal service resulting in perfect matches

4

Consultants with hands-on expertise in their fields

5

Strategic locations throughout the UK and internationally

6

360-degree service, encompassing all areas of private recruitment

7

Candidates are thoroughly vetted – face-to-face interviews, five-year verbal references, DBS, ID verification and RTW checks

8

An unrivalled database of trusted and talented candidates

9

A dynamic and innovative approach

10

A proud history and a brand synonymous with superior service



GREYCOAT LUMLEYS

Setting the Standard in Recruitment



We always find the very best staff for your home and family

HOUSEKEEPERS | NANNIES | CHEFS & COOKS | BUTLERS
HOUSE MANAGERS | PERSONAL ASSISTANTS | CHAUFFEURS
ESTATE MANAGERS | GARDENERS | COUPLES



GREYCOAT LUMLEYS

Setting the Standard in Recruitment



London Head Office

Uncommon Offices N101, 126-128 New Kings Road,
London SW6 4LZ

info@greycoatlumleys.co.uk
+44 (0) 20 7233 9950



Rural Office

Uncommon Offices N101, 126-128 New Kings Road,
London SW6 4LZ

info@greycoatlumleys.co.uk
+44 (0) 20 7233 9950



Scotland Office

1 Hill Street, Edinburgh EH2 3JP

scotland@greycoatlumleys.co.uk
+44 (0) 131 556 5139



North of England

1 Hill Street, Edinburgh EH2 3JP

info@greycoatlumleys.co.uk
+44 (0) 1298 600 414



International Office

Uncommon Offices N101, 126-128 New Kings Road,
London SW6 4LZ

international@greycoatlumleys.co.uk
+44 (0) 20 7233 9950