

# Salary Benchmarking

---

Based on survey responses from Rail Operators

Prepared by Emilia Kilburn  
May 2026





# Methodology

At the start of the year, we conducted a targeted survey across a selected group of professionals within the rail operating sector. Participants were asked to identify the salary band that best reflects their base salary, alongside providing details on bonus entitlement, and whether they receive long-term incentive plans (LTIPs) and/or car allowances.

This report is based solely on survey responses and is intended to provide a high-level, directional view of current compensation structures within rail operators.

In certain areas, where response volumes were limited, data has been treated with caution and not over-interpreted.

A more detailed view of the market, based on our existing data, including deeper analysis by role, seniority and organisational context, is available upon request. We would be pleased to discuss this in more detail.



# Commercial

---

	<b>Low</b>	<b>Average</b>	<b>High</b>
<b>Base Salary</b>	£131,000 – £140,000	£157,214	£181,000-190,000
<b>Bonus</b>	0%	22%	50%
<b>Car Allowance</b>	£0	£8,563	£10,000



# Customer Services & Experience

---

	<b>Low</b>	<b>Average</b>	<b>High</b>
<b>Base Salary</b>	£121,000-£130,000	£150,500	£181,000 - £190,000
<b>Bonus</b>	0%	31%	60%
<b>Car Allowance</b>	£0	£7,667	£12,000



# Engineering & Design

---

	<b>Low</b>	<b>Average</b>	<b>High</b>
<b>Base Salary</b>	£131,000-£140,000	£148,000	£171,000-£180,000
<b>Bonus</b>	15%	31%	50%
<b>Car Allowance</b>	£0	£2,500**	£10,000



# Finance

---

	<b>Low</b>	<b>Average</b>	<b>High</b>
<b>Base Salary</b>	£131,000-£140,000	£140,500	£141,000-£150,000
<b>Bonus</b>	0%	10%	30%
<b>Car Allowance</b>	£0	£2,667	£8000



# General Management

---

	<b>Low</b>	<b>Average</b>	<b>High</b>
<b>Base Salary</b>	£201,000-£210,000	£235,833	£251,000+
<b>Bonus</b>	0%	38%	95%
<b>Car Allowance</b>	0%	£7,286	£10,000



# Operations

---

	<b>Low</b>	<b>Average</b>	<b>High</b>
<b>Base Salary</b>	£121,000 - £130,000	£148,400	£211,000 - £220,000
<b>Bonus</b>	0%	23%	50%
<b>Car Allowance</b>	£0	£5,520	£12,000



# LTIPs

---

Data relating to long-term incentive plans (LTIPs) is limited within this dataset. Where applicable, we have included the instances identified, however this should be treated as indicative rather than comprehensive of the wider market.

Most respondents didn't have an LTIP. Of those that did, here is our summary of LTIPs across all functions.

	<b>Low</b>	<b>Average</b>	<b>High</b>
<b>LTIP</b>	0%	37%	100%

# Contact Us

Emilia Kilburn

T +44 (0) 203 026 3874  
M +44 (0) 753 716 2034  
E [ek@newsomconsulting.co.uk](mailto:ek@newsomconsulting.co.uk)

Or for more information please visit our website  
[www.newsomconsulting.co.uk](http://www.newsomconsulting.co.uk)

210 Euston Road • London • NW1 2DA



NEWSOM  
CONSULTING