

RIBA Business Benchmarking 2024



Report prepared for the RIBA
by The Fees Bureau

Sub-report practice size 1-<5

to be read in association with the Full Report

www.ribabenchmark.com

Data analysis and reporting undertaken by
The Fees Bureau, a division of Mirza & Nacey Research Ltd
Data collection by **Purple Frog**

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Our thanks go to all RIBA Chartered Practices for taking the time to participate in this year's survey.

Front cover: Halo Reordering | Architects: Communion Architects |

Photograph: Martine Hamilton Knight

RIBA Benchmarking

Sub-report

practice size 1-<5

This sub-report shows findings from this year’s RIBA Benchmarking Survey for the practice size 1-<5 staff.

This sub-report is designed to be read in conjunction with the Full Report, available from the RIBA Benchmarking website. The Full Report presents, explores and discusses the survey findings for all practice sizes.

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1

Practice

1-<5 practices



2,210

Number of RIBA
Chartered Practices
1-<5 person practices



77%

Limited companies
in 2 person practices



94%+

Most practices have
a single office

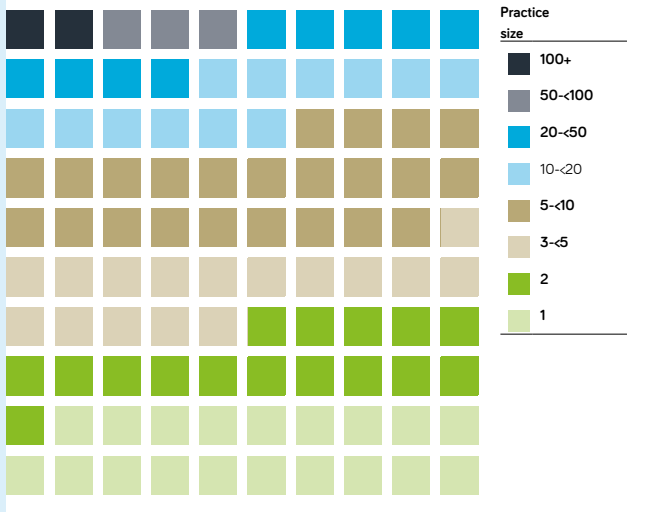


<2%

Have offices outside
the UK

All RIBA Chartered Practices

Percentage of practices by size



Size of practices

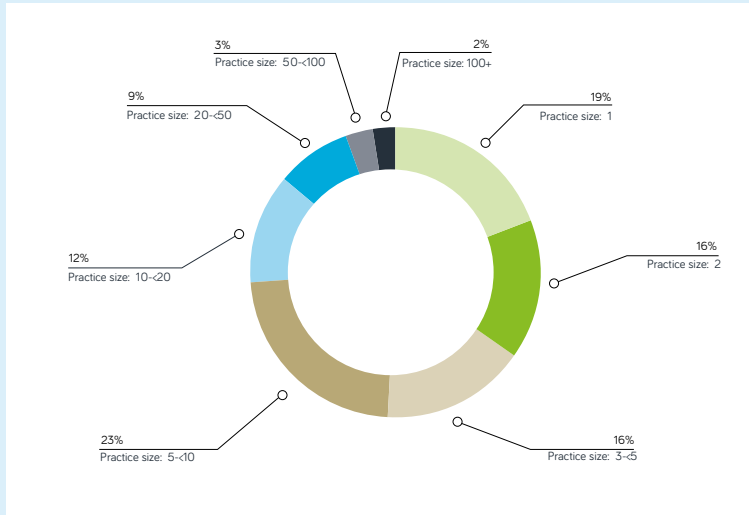


Table 1-1

Total number of RIBA Chartered Practices and total number of staff

%	Proportion of practices					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Total number of RIBA Chartered Practices	994	572	644	951	534	635
Total number of staff (FTE) employed	934	1145	2,240	954	1,066	2,212
Percentage of practices	19	16	16	19	15	16
Percentage of total staff employed	2	3	5	3	3	6

Table 1-2

Legal status of practice, by practice size

%	Proportion of practices					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Partnership	0	6	4	0	9	4
Limited Liability Partnership (LLP)	2	7	10	2	7	7
Limited Company (Ltd)	69	77	83	61	76	86
Public Limited Company (PLC)	0	0	0	0	0	0
Sole Trader	29	9	3	37	7	2
Local Authority	0	0	0	0	0	0
Charity	0	0	0	0	0	0
Registered Society	0	0	0	0	0	0
Other	0	0	0	0	0	0
ALL	100	100	100	100	100	100
Practice owned, in full or in part, by an Employee Benefit Trust, Employee Ownership Trust and/or a charity	2	0	1	0	0	0

Table 1-3

Number of offices operated by practices (UK only), by practice size and by region

%	Proportion of practices					
	2024			2023		
	1	2	3-<5	1	2	3-<5
OFFICES WITHIN THE UK:						
1 office	97	95	92	99	94	94
2 offices	3	5	6	1	6	5
3 offices	0	0	1	0	0	0
4 offices	0	0	0	0	0	0
5+ offices	0	0	0	0	0	0
ALL	100	100	100	100	100	100

Table 1-4

Number of offices outside the UK, by practice size and by region

%	Proportion of practices					
	2024			2023		
	1	2	3-<5	1	2	3-<5
0 offices	99	99	98	99	99	98
1 office	1	1	1	1	1	2
2 offices	0	0	0	0	0	0
3 offices	0	0	0	0	0	0
4 offices	0	0	0	0	0	0
5+ offices	0	0	0	0	0	0
ALL	100	100	100	100	100	100

2

Team

1-<5 practices



4,300

Total staff employed in
all RIBA Chartered
Practices 1-<5



37%

Female in
2 person practices



11%

are Black/African/
Caribbean/Black British,
Asian/Asian British, mixed/
multiple or other ethnic
minority group in
3-<5 practices

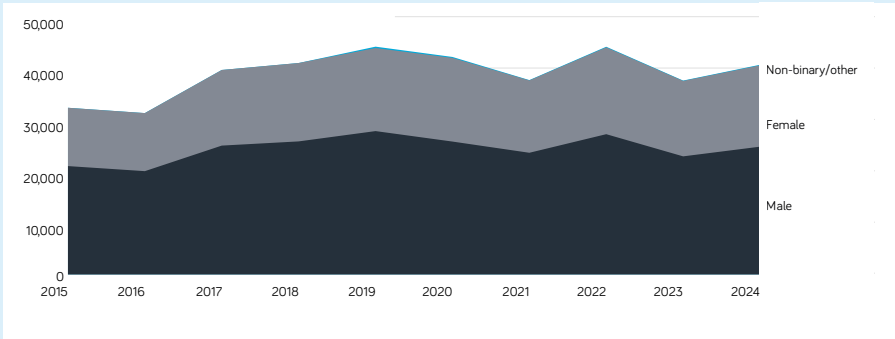


30%

Aged under 45 in
1 person practices

All RIBA Chartered Practices

All staff employed in RIBA Chartered Practices, by gender



All staff employed in RIBA Chartered Practices, by ethnicity

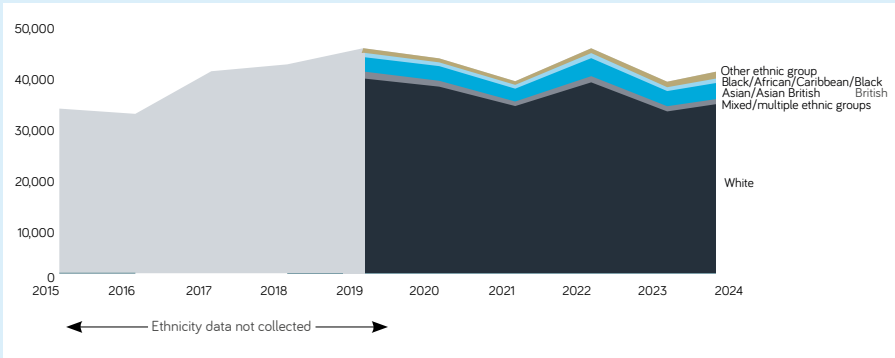


Table 2-1*Average number of staff per practice: permanent and freelance/contract staff, by practice size*

Number (FTE)	Average number of staff					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Partners/Directors/Sole Principals	0.9	1.5	1.6	1.0	1.6	1.6
Salaried Partners & Directors	0.0	0.0	0.1	0.0	0.0	0.1
Associates	0.0	0.0	0.1	0.0	0.0	0.1
Architects (5+ years ARB registered)	0.0	0.1	0.3	0.0	0.1	0.3
Architects (3-4 years ARB registered)	0.0	0.0	0.0	0.0	0.0	0.0
Architects (1-2 years ARB registered)	0.0	0.0	0.1	0.0	0.0	0.0
Architects (<1 year ARB registered)	0.0	0.0	0.0	0.0	0.0	0.0
Technologists	0.0	0.0	0.2	0.0	0.0	0.1
Architectural Assistants, Part 2 (2+ years exp)	0.0	0.1	0.2	0.0	0.0	0.3
Architectural Assistants, Part 2 (<2 years exp)	0.0	0.0	0.1	0.0	0.0	0.1
Architectural Assistants, Part 1	0.0	0.0	0.1	0.0	0.0	0.1
Apprentices	0.0	0.0	0.0	0.0	0.0	0.0
Other Chartered professionals	0.0	0.0	0.0	0.0	0.0	0.0
Other fee-earning staff	0.0	0.0	0.0	0.0	0.0	0.1
Office management/support & admin	0.0	0.1	0.3	0.0	0.1	0.3
ALL	0.9	1.9	3.1	1.0	1.9	3.1
Freelance/contract staff - ALL	0.0	0.1	0.3	0.0	0.1	0.4
TOTAL number of staff (FTE) employed in ALL Chartered Practices	934	1,145	2,240	954	1,066	2,212

Table 2-2

Gender of staff: permanent and freelance, by size of practice

	Permanent									Freelance								
	2024			2023			2024			2023			2024			2023		
	1	2	3-<5	1	2	3-<5	1	2	3-<5	1	2	3-<5	1	2	3-<5	1	2	3-<5
Male	79	62	64	82	61	65	95	61	61	n/a	58	58						
Female	21	37	36	17	39	35	5	36	39	n/a	42	42						
Non binary/other	0	1	0	1	0	0	0	3	0	n/a	0	0						
ALL	100	100	100	100	100	100	100	100	100	100	100	100						

Table 2-3

Ethnicity of staff by practice

%	Proportion of staff								
	2024			2023					
	1	2	3-<5	1	2	3-<5			
White	94	93	89	95	92	88			
Mixed/multiple ethnic groups	1	2	2	1	2	2			
Asian/Asian British	3	3	5	3	4	6			
Black/African/Caribbean/Black British	1	1	2	0	0	2			
Other ethnic group(s)	1	1	2	1	2	2			
ALL	100	100	100	100	100	100			

Table 2-4

Age of staff: permanent and freelance, by size of practice

%	Proportion of staff					
	2024			2023		
	1	2	3-<5	1	2	3-<5
under 24	0	1	5	0	2	5
25-34	6	11	16	5	10	19
35-44	24	29	25	21	20	26
45-54	31	25	24	27	30	21
55-64	20	23	19	24	25	17
65 and over	19	12	12	21	12	9
Prefer not to say or don't know	0	0	0	2	1	3
ALL	100	100	100	100	100	100

Table 2-5*Policies and strategies relating to EDI, by practice size*

%	Proportion of practices that undertake the following relating to EDI					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Practice has a documented Equality, Diversity and Inclusion (EDI) policy	40	48	63	35	49	60
Practices' EDI policy includes:						
Data collection on the protected characteristics as defined in the Equality Act 2010	61	63	66	64	63	65
EDI training for staff members	47	50	48	51	49	45
Recruitment strategies to address the under-representation of staff with protected characteristics	43	46	53	44	46	50
Talent management strategies to support staff development and retention (such as post-maternity returnee programmes)	45	51	64	44	52	60
Work/life balance strategies to support flexible working	59	74	85	59	74	82

Table 2-6*Policies and strategies relating to staff development, by practice size*

%	Proportion of practices that undertake the following relating to EDI					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Practice has a staff development plan	19	24	43	18	23	42
Practices' staff development plan includes:						
Staff developing and acquiring skills	95	92	93	96	96	92
Staff developing and acquiring skills, following individual assessments	65	77	78	67	78	83
Practice-wide informal plan to meet future needs	84	82	83	89	88	87
Practice-wide formal plan to meet future needs	52	49	45	56	45	44

3

Finances

1-<5 practices



£246 million

Total revenue from all
RIBA Chartered
Practices 1-<5



7%

Increase in total revenue



0%

Increase in total profits

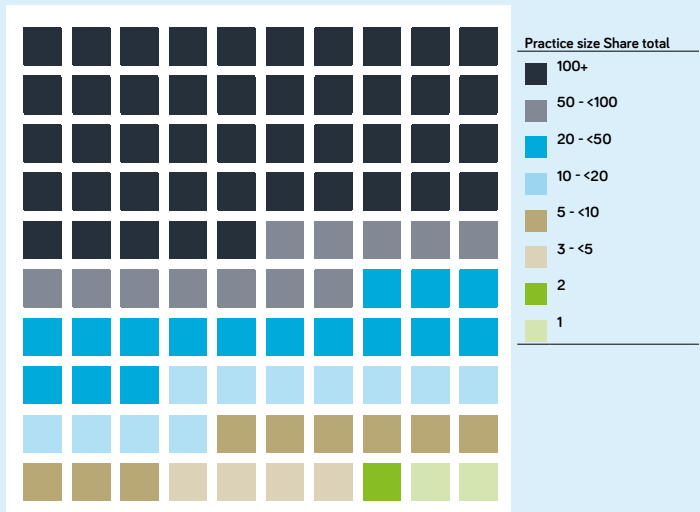


50%

Payroll & staff costs,
largest share of
expenditure

All RIBA Chartered Practices

Share of total revenue generated by different practice sizes



Total revenue from all RIBA Chartered Practices: trends 2015 to 2024

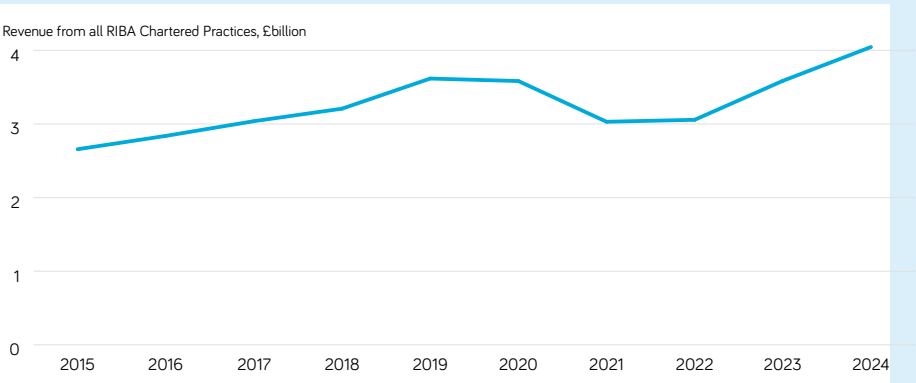


Table 3-1*Average practice revenue*

£000	Average practice revenue					
	2024			2023		
	1	2	3-<5	1	2	3-<5
MEAN average	60,170	100,230	200,979	56,204	99,588	194,840
Lower quartile	27,794	50,000	109,041	26,046	53,874	110,037
MEDIAN average	49,880	84,840	170,127	46,887	80,139	164,642
Upper quartile	72,600	121,241	262,197	71,812	120,407	253,174
TOTAL revenue from ALL RIBA Chartered Practices, £m	60	57	129	53	53	123

Table 3-2*Average (mean) practice revenue per head, by practice size*

£ per head	Average (mean) practice revenue per head					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Per Partner/Director/Sole Principal	69,367	70,357	138,039	64,487	73,236	142,050
Per Architect	69,367	64,077	97,940	64,487	63,458	101,912
Per architectural staff	63,549	57,483	74,143	57,167	58,724	78,020
Per all fee-earning staff	62,565	56,902	71,410	55,922	57,667	75,540

Table 3-3*Average practice profits, by practice size*

£000	Average practice profits					
	2024			2023		
	1	2	3-<5	1	2	3-<5
MEAN average	26	39	61	27	42	56
Lower quartile	5	8	14	6	10	18
MEDIAN average	19	29	45	20	31	42
Upper quartile	37	56	81	40	58	83
Average (MEAN) profits as a percentage of practice revenue	39	35	27	40	39	29
Percentage of profits from ALL RIBA Chartered Practices	4	4	7	4	4	7
TOTAL profits from ALL RIBA Chartered Practices, £m	23	20	35	22	21	36

Note: This table reports two types of average: the mean and the median. The mean average is a simple arithmetical average of all values – all responses are summed and divided by the number of responses. The median average is the middle figure, when all figures are sorted into order with the highest value first and the lowest last.

The upper quartile and lower quartile figures show the practice revenue for a practice at the one-quarter position and a practice at the three-quarters position.

There is some difference between the mean and the median average; the mean average can be strongly affected by extremely high (or low) values. Differences between the mean and the median averages become greater as practice size increases. In the charts and commentary, we report on the mean average in order to be consistent with pre-2015 Benchmarking Survey reports. However, readers may prefer to use the median average as an alternative.

Table 3-4*Average practice profits per head, by practice size*

£ per head	Average (mean) practice profits					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Per Partner/Director/Sole Principal	29,774	25,752	38,688	31,584	29,141	38,196
Per Architect	29,774	24,092	28,702	31,584	26,531	29,780
Per architectural staff	27,388	22,600	22,537	28,032	25,108	23,831
Per all fee-earning staff	26,997	22,499	21,619	27,440	24,440	23,102

Table 3-5*Average practice expenditure, by practice size*

£000	Average (mean) practice expenditure					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Average (mean) expenditure per practice	31	57	127	24	49	118
Average (mean) expenditure per Partner/Director/Sole Principal	36	42	90	25	35	89
Average (mean) expenditure per practice EXCLUDING salaries	16	23	51	14	22	54
%						
	2024			2023		
Expenditure as percentage of practice revenue	56	61	67	55	55	63
Expenditure per practice EXCLUDING salaries as a percentage of practice revenue	30	27	27	34	28	29

Note: £ values for individual elements of expenditure, and percentages of revenue calculated from these, may not precisely match with subsequent tables due to variations in the way respondents were asked to source expenditure data. This mismatch is greatest for larger practices.

Table 3-6*Average practice expenditure, by practice size*

£	Average (mean) practice expenditure					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Payroll – fee-earning staff	10,689	28,345	63,879	8,219	22,490	58,694
Other staff costs	2,727	3,514	7,280	1,922	3,284	7,262
Premises, including utilities and servicing	2,470	4,361	9,935	1,913	4,052	10,052
Travel, including public transport, motor, and hotel costs	1,861	2,420	3,547	1,439	1,830	3,307
Insurance, including PII	1,485	2,881	5,860	1,396	2,241	5,422
IT infrastructure, telecommunications, software, and support	1,774	2,696	7,832	1,615	2,263	5,143
Depreciation	894	1,322	2,329	573	1,064	2,150
Marketing	1,160	1,211	1,884	565	942	1,741
Recoverable costs	1,981	2,581	8,497	2,593	2,852	6,814
All other costs	5,625	7,444	15,874	3,650	7,642	17,742
ALL	30,667	56,776	126,917	23,886	48,660	118,326

Table 3-7

Professional Indemnity Insurance (PII) annual premium, by practice size

%/ $\pounds$	Level of PII cover					
	2024			2023		
	1	2	3-<5	1	2	3-<5
MEAN average	1,377	2,545	4,903	1,395	2,243	9,510
Lower quartile	633	855	1,750	616	761	1,784
MEDIAN average	910	1,500	3,101	900	1,332	3,003
Upper quartile	1,527	2,973	6,809	1,500	2,594	6,146
Whether PII policy includes exclusions for general fire safety %	52	55	53	59	55	60

Table 3-8

Professional Indemnity Insurance (PII) cover, by practice size

%/ $\pounds$	Level of PII cover					
	2024			2023		
	1	2	3-<5	1	2	3-<5
up to $\pounds$ 250,000	28	11	6	26	15	6
$\pounds$ 250,001 to $\pounds$ 500,000	25	22	9	23	21	10
$\pounds$ 500,001 to $\pounds$ 1m	30	33	23	34	30	22
> $\pounds$ 1m to $\pounds$ 5m	17	32	60	15	32	58
> $\pounds$ 5m to $\pounds$ 10m	0	2	2	1	2	4
over $\pounds$ 10m	0	0	1	0	0	0
ALL	100	100	100	100	100	100
Average (mean) cover, $\pounds$ million	1.0	1.5	2.5	1.0	1.5	2.5

Table 3- 9

Average hourly charge-out rates, by practice size

£	Average (mean) rate per hour					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Partners/Directors/Sole Principals	88	96	106	84	93	107
Salaried Partners	n/a	n/a	102	n/a	n/a	n/a
Associate Directors or Associates	n/a	n/a	89	n/a	n/a	85
Architects (5+ years ARB registered)	n/a	n/a	87	n/a	n/a	87
Architects (3-4 years ARB registered)	n/a	n/a	n/a	n/a	n/a	n/a
Architects (1-2 years ARB registered)	n/a	n/a	n/a	n/a	n/a	n/a
Architects (<1 year ARB registered)	n/a	n/a	n/a	n/a	n/a	n/a
Technologists	n/a	n/a	69	n/a	n/a	72
Architectural Assistants, Part 2 (2+ years' experience)	n/a	n/a	70	n/a	n/a	67
Architectural Assistants, Part 2 (<2 years' experience)	n/a	n/a	n/a	n/a	n/a	n/a
Architectural Assistants, Part 1	n/a	n/a	51	n/a	n/a	51
Apprentices	n/a	n/a	n/a	n/a	n/a	n/a
Other professionals	n/a	n/a	n/a	n/a	n/a	n/a
Other fee earning staff	n/a	n/a	n/a	n/a	n/a	n/a

Note: n/a indicates not enough data for this size.

Table 3-10*Recording staff time spent on billable work, by practice size*

%	Proportion recording					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Practice records the amount of staff time that is spent on billable work	55	56	56	55	49	61

Table 3- 11*Percentage of time that staff spend on billable work, by practice size*

%	Proportion of staff time					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Partners/Directors/Sole Principals	52	51	49	52	54	47
Salaried Partners	30	52	32	46	78	57
Associate Directors or Associates	90	48	60	0	63	64
Architects (5+ years ARB registered)	0	49	53	65	76	64
Architects (3-4 years ARB registered)	60	90	47	0	30	54
Architects (1-2 years ARB registered)	0	40	44	0	n/a	48
Architects (<1 year ARB registered)	0	0	44	0	n/a	27
Technologists	85	47	69	0	84	69
Architectural Assistants, Part 2 (2+ years' experience)	70	60	52	0	20	62
Architectural Assistants, Part 2 (<2 years' experience)	90	0	77	0	70	67
Architectural Assistants, Part 1	0	58	58	0	47	55
Apprentices	0	0	23	0	70	50
Other professionals	0	0	40	0	90	73
Other fee earning staff	0	45	16	0	28	31

Note: n/a indicates not enough data for this size.

4

Salaries

1-<5 practices



£34,000

Average salary for Partners/Directors/ Sole Principals in 2-person practice



£41,000

Average salary for Architects (5+ years ARB registered) in 3-<5 person practice



16%

Practices of all sizes - Gender pay gap, male staff earn more than female staff

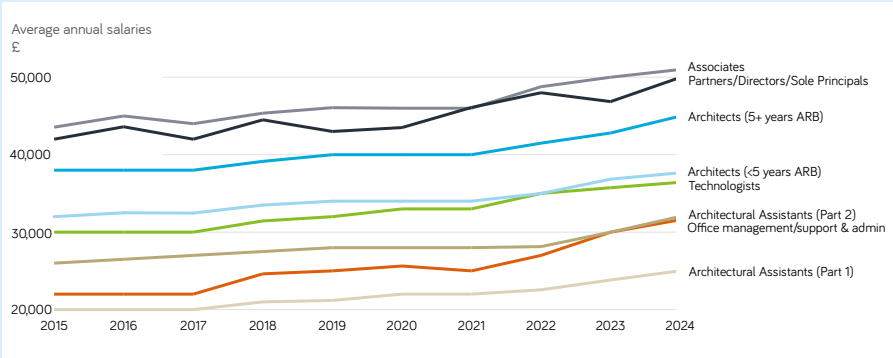


13%

Practices of all sizes - Ethnicity pay gap, white staff earn more

All RIBA Chartered Practices

Average (median) salaries for selected staff: trends 2015 to 2024



Survey notes:

- 1 RIBA Chartered Practices were asked to provide data on the 'average' salary paid to each type of staff. Respondents calculated the 'average' themselves; we asked that this should ideally be the median average.
- 2 We asked for the basic salary, excluding overtime. This is the salary received by the employee, before tax and National Insurance are deducted but excluding Employer's National Insurance costs.
- 3 Basic salary was the salary being paid on 1 May 2024. The salary included profit share, where given, and if included it was the average profit share across the year. Bonus payments are not included.

- 4 Partners/Directors/Sole Principals are treated differently. Their salary is combined with Partners' share of profits and Directors' dividends.
- 5 All salaries have been converted by respondents to full-time equivalent. Salaries, dividends or profit shares and fringe benefits for Partners/Directors/Sole Principals are an approximation of the totals paid in the 12 months to 1 May 2024.
- 6 Average earnings are reported here as 'median' averages, as distinct from 'mean' averages. This follows the approach used in the RIBA/The Fees Bureau Architects' Earnings Survey – the median average is virtually unaffected by the presence of any unusually high or low values. See note below Table 3-2 for a fuller explanation.

Table 4-1*Average salaries: 1-person practices*

£	2024 MEDIAN			2023 MEDIAN
	Lower quartile	MEDIAN	Upper quartile	
Partners/Directors/Sole Principals	15,000	29,600	42,503	29,000
Salaried Partners & Directors	n/a	n/a	n/a	n/a
Associate Directors or Associates	n/a	n/a	n/a	n/a
Architects (5+ years ARB registered)	n/a	n/a	n/a	n/a
Architects (3-4 years ARB registered)	n/a	n/a	n/a	n/a
Architects (1-2 years ARB registered)	n/a	n/a	n/a	n/a
Architects (<1 year ARB registered)	n/a	n/a	n/a	n/a
Technologists	n/a	n/a	n/a	n/a
Architectural Assistants, Part 2 (2+ years' experience)	n/a	n/a	n/a	n/a
Architectural Assistants, Part 2 (<2 years' experience)	n/a	n/a	n/a	n/a
Architectural Assistants, Part 1	n/a	n/a	n/a	n/a
Apprentices	n/a	n/a	n/a	n/a
Other construction professionals	n/a	n/a	n/a	n/a
Other fee-earning staff	n/a	n/a	n/a	n/a
Office management/support & admin	n/a	n/a	n/a	n/a

Table 4-2*Average salaries: 2 person practices*

£	2024 MEDIAN			2023 MEDIAN
	Lower quartile	MEDIAN	Upper quartile	
Partners/Directors/Sole Principals	20,576	34,000	50,000	30,032
Salaried Partners & Directors	n/a	n/a	n/a	n/a
Associate Directors or Associates	n/a	n/a	n/a	n/a
Architects (5+ years ARB registered)	n/a	n/a	n/a	n/a
Architects (3-4 years ARB registered)	n/a	n/a	n/a	n/a
Architects (1-2 years ARB registered)	n/a	n/a	n/a	n/a
Architects (<1 year ARB registered)	n/a	n/a	n/a	n/a
Technologists	n/a	n/a	n/a	n/a
Architectural Assistants, Part 2 (2+ years' experience)	n/a	n/a	n/a	n/a
Architectural Assistants, Part 2 (<2 years' experience)	n/a	n/a	n/a	n/a
Architectural Assistants, Part 1	n/a	n/a	n/a	n/a
Apprentices	n/a	n/a	n/a	n/a
Other construction professionals	n/a	n/a	n/a	n/a
Other fee-earning staff	n/a	n/a	n/a	n/a
Office management/support & admin	n/a	n/a	n/a	n/a

Table 4-3*Average salaries: 3-<5 person practices*

£	2024 MEDIAN			2023
	Lower quartile	MEDIAN	Upper quartile	MEDIAN
Partners/Directors/Sole Principals	31,000	45,285	56,984	40,573
Salaried Partners & Directors	n/a	n/a	n/a	n/a
Associate Directors or Associates	36,750	45,000	50,000	46,957
Architects (5+ years ARB registered)	37,269	40,800	45,000	40,000
Architects (3-4 years ARB registered)	n/a	n/a	n/a	n/a
Architects (1-2 years ARB registered)	n/a	n/a	n/a	n/a
Architects (<1 year ARB registered)	n/a	n/a	n/a	n/a
Technologists	n/a	n/a	n/a	n/a
Architectural Assistants, Part 2 (2+ years' experience)	n/a	n/a	n/a	28,000
Architectural Assistants, Part 2 (<2 years' experience)	n/a	n/a	n/a	n/a
Architectural Assistants, Part 1	n/a	n/a	n/a	n/a
Apprentices	n/a	n/a	n/a	n/a
Other construction professionals	n/a	n/a	n/a	n/a
Other fee-earning staff	n/a	n/a	n/a	n/a
Office management/support & admin	21,111	27,300	30,000	23,507

Table 4-4*Average value of fringe benefits, by practice size*

£	2024			2023		
	1	2	3-<5	1	2	3-<5
Partners/Directors/Sole Principals	1,226	1,046	1,437	633	896	2,001
Salaried Partners & Directors	n/a	n/a	n/a	n/a	n/a	n/a
Associate Directors or Associates	n/a	n/a	734	n/a	n/a	2,959
Architects (5+ years ARB registered)	n/a	n/a	470	n/a	n/a	412
Architects (3-4 years ARB registered)	n/a	n/a	n/a	n/a	n/a	n/a
Architects (1-2 years ARB registered)	n/a	n/a	n/a	n/a	n/a	n/a
Architects (<1 year ARB registered)	n/a	n/a	n/a	n/a	n/a	n/a
Technologists	n/a	n/a	n/a	n/a	n/a	n/a
Architectural Assistants, Part 2 (2+ years' experience)	n/a	n/a	n/a	n/a	n/a	522
Architectural Assistants, Part 2 (<2 years' experience)	n/a	n/a	n/a	n/a	n/a	n/a
Architectural Assistants, Part 1	n/a	n/a	n/a	n/a	n/a	n/a
Apprentices	n/a	n/a	n/a	n/a	n/a	n/a
Other construction professionals	n/a	n/a	n/a	n/a	n/a	n/a
Other fee-earning staff	n/a	n/a	n/a	n/a	n/a	n/a
Office management/support & admin	n/a	n/a	191	n/a	n/a	77

Definition:

Fringe Benefits- Financially quantifiable benefits offered to employees, by the employer, as part of their employment 'package'. This includes, for example, employer pension contributions, private health insurance, life insurance, employee discount schemes, and employee welfare services.

Table 4-5

Staff conditions and benefits

Number/%	2024			2023		
	1	2	3-5	1	2	3-5
Average number of contracted hours	33	36	37	21	32	36
Average number of paid days leave	44	22	24	12	20	25
Average percentage contribution made to employee's pension	1	4	5	30	4	4
% paying all staff, as a minimum, the national living wage*	63	88	97	63	92	98

* As set by the Living Wage Foundation

Table 4-6

Extent of provision of staff benefits

%	2024						2023		
	1		2		3-5		1	2	3-5
	All	Some	All	Some	All	Some	All	All	All
Offer family leave beyond the statutory minimums	44	0	56	0	52	7	25	44	53
Allow employees to buy back or sell leave days	22	0	31	0	30	6	25	23	30
Pay (or provide time off in lieu for) staff for working more than their contracted hours	33	0	59	3	62	2	38	58	61

5

Markets

1-<5 practices



68%+

Revenue from
private housing



85%

Revenue from building
design services



14+

Average number of
projects worked on

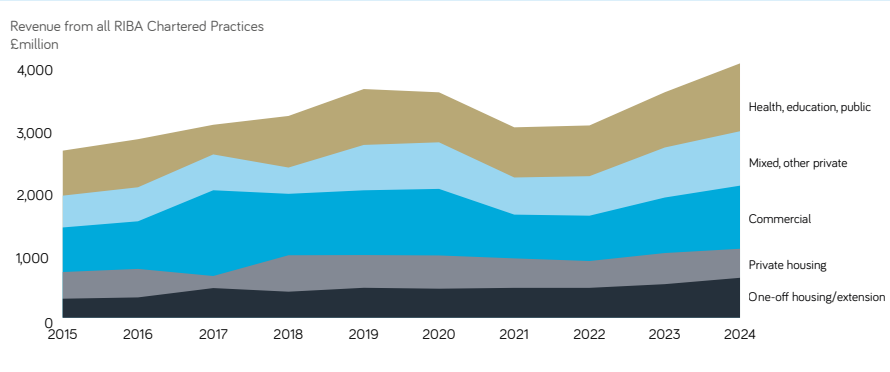


£10m

Revenue generated from
International work
all 1-<5 practices

All RIBA Chartered Practices

Total revenue received by all RIBA Chartered Practices, by main work sectors



Total revenue received by all RIBA Chartered Practices from outside UK, by worldwide region

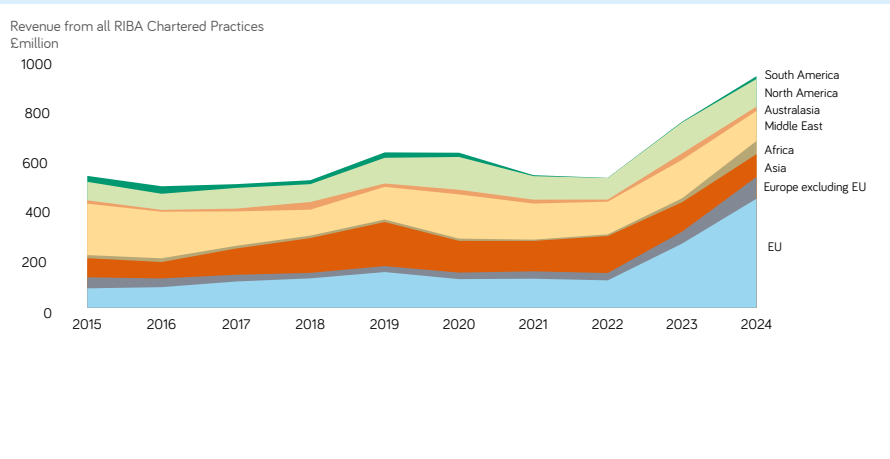


Table 5-1*Average practice revenue: type of work, by practice size*

%	Average (mean) percentage of practice revenue					
	2024			2023		
	1	2	3-<5	1	2	3-<5
New build	17	21	28	18	21	27
Refurbishment	46	41	36	41	42	37
Both new build and refurbishment	22	24	23	25	23	22
Conservation	9	8	8	9	8	8
Other	6	4	6	6	6	5
ALL	100	100	100	100	100	100

Table 5-2*Average practice revenue: work sector, by practice size*

£m/%	Average (mean) percentage of practice revenue					
	2024			2023		
	1	2	3-<5	1	2	3-<5
One-off new house	11	14	14	11	14	15
House extension, conversion, alteration	62	56	44	61	56	45
Other private housing	6	6	9	7	6	9
Public housing including social housing	1	3	4	1	2	4
Offices	3	4	3	3	3	4
Retail	2	2	3	2	2	2
Sport and leisure	1	2	2	1	1	2
Culture and entertainment	2	3	4	2	3	2
Industrial	1	2	4	1	3	3
Health	1	1	2	1	1	1
Schools and colleges	1	3	4	2	3	3
Universities	0	0	0	0	0	0
Transport	0	0	0	0	0	0
Mixed	1	2	3	1	1	4
Other private	3	2	3	4	3	3
Other public	3	1	3	3	1	2
ALL	100	100	100	100	100	100

Table 5-3*Average practice revenue: type of service, by practice size*

%	Average (mean) percentage of practice revenue					
	2024			2023		
	1	2	3-<5	1	2	3-<5
BUILDING DESIGN						
Full Service, RIBA Stages 1 to 6 or more	43	43	49	44	47	47
RIBA Plan of Work Stages 1 to 3 only	33	35	27	34	32	29
RIBA Plan of Work Stages 4 to 6 only	10	9	9	8	9	10
ALL Building design	85	87	85	86	87	86
CONSULTANCY/PARTIAL SERVICES						
Client Adviser services	1	1	1	1	1	1
Conservation work	3	2	2	3	2	2
Contract Administrator	1	1	1	1	1	1
Feasibility studies	2	2	3	3	2	3
Information Manager/BIM co-ordinator	0	0	0	0	0	0
Interior design	1	2	2	1	1	2
Landscape design	0	0	0	0	0	0
Master planning/urban design	0	0	1	0	0	1
Planning consultancy	1	1	1	0	1	1
Post Occupancy services	0	0	0	0	0	0
Principal Designer, under CDM Regulations	2	1	1	n/a	n/a	n/a
Principal Designer, under Building Regulations	0	1	0	1	1	1
Project management/contract management	1	1	0	1	1	1
Other or other partial services not included above	3	1	2	3	2	2
ALL consultancy	15	13	15	14	13	14
ALL	100	100	100	100	100	100

Table 5-4*Average number of projects worked on, last 12 months, by practice size*

Number	Average (mean) number of projects per practice					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Number of projects	14	19	27	14	20	29

Table 5-5

Average value of projects worked on, by practice size and by region

%	Range of project values					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Under £250,000	66	55	44	67	59	50
£250,000 to £499,999	21	24	26	20	22	25
£500,000 to £999,999	7	13	15	7	11	13
£1m to £4.9m	4	6	11	5	5	9
£5m to £9.9m	1	1	3	1	1	2
£10m to £24.9m	0	0	1	0	2	1
£25m to £99.9m	0	0	0	0	0	0
£100m +	0	0	0	0	0	0
ALL	100	100	100	100	100	100

Table 5-6

Source of new projects, by practice size

%	Proportion of new projects					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Partnerships with other practices	1	1	1	2	1	1
Partnerships with contractors	4	4	4	4	4	5
Framework agreements	0	0	3	0	2	1
Repeat business - returning and ongoing clients	33	32	31	31	26	28
Word of mouth/client referrals	35	34	31	36	36	35
RIBA's 'Find an Architect' service	5	3	4	6	6	4
Other professional relationships and networks	7	6	10	4	7	7
Marketing, advertising and search engines	12	15	12	12	16	13
Other/mixed	2	3	5	4	2	5
ALL	100	100	100	n/a	n/a	n/a

Table 5-7

Average practice revenue from outside the UK, by practice size and by region

%/ $\pounds$	Practice revenue					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Average (mean) revenue from outside UK, percentage of all revenue	2	4	3	4	5	3
Average (mean) revenue from outside UK, $\pounds$ 000	1	3	10	2	4	6
TOTAL revenue from outside UK, ALL Chartered Practices, $\pounds$ million	1	2	7	2	2	4

%	Practice revenue					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Share of TOTAL revenue from outside UK, ALL Chartered Practices, %	<1	<1	1	<1	<1	1
Percentage with >20% of practice revenue from outside the UK	4	6	4	4	6	4

Table 5-8*Average practice revenue from outside the UK: type of work, by practice size*

%	Average (mean) percentage of practice revenue					
	2024			2023		
	1	2	3-<5	1	2	3-<5
New build	56	37	63	1	3	2
Refurbishment	44	20	22	1	1	1
Both new build and refurbishment	0	3	2	61	61	60
Conservation	0	0	0	23	22	23
Other	0	40	13	15	13	14
ALL – all revenue from outside UK	100	100	100	100	100	100

Table 5-9*Average practice revenue from outside the UK: sector of work, by practice size*

%	Average (mean) percentage of practice revenue					
	2024			2023		
	1	2	3-<5	1	2	3-<5
One-off new house	55	37	16	49	34	26
House extension, conversion, alteration	0	5	14	9	7	16
Other private housing	0	6	18	0	2	23
Public housing, including social housing	0	0	7	0	0	0
Offices	0	18	6	0	21	15
Retail	20	2	1	15	2	9
Sport and leisure	0	0	5	21	0	0
Culture and entertainment	4	23	10	6	0	1
Industrial	0	3	2	0	4	8
Health	0	0	11	0	0	0
Schools and colleges	20	3	2	0	4	0
Universities	0	0	0	0	0	0
Transport	0	0	2	0	0	0
Mixed	0	2	5	0	12	0
Other private	0	0	1	0	12	1
Other public	0	2	0	0	2	0
ALL	100	100	100	100	100	100

Table 5-10*Average practice revenue from outside the UK: type of service, by practice size*

%	Average (mean) percentage of practice revenue					
	2024			2023		
	1	2	3-<5	1	2	3-<5
BUILDING DESIGN						
Full Service, RIBA Stages 1 to 6 or more	83	23	24	66	34	42
RIBA Plan of Work Stages 1-3 only	8	41	54	31	31	50
RIBA Plan of Work Stages 4-6 only	0	2	7	2	4	0
ALL Building Design	91	66	86	99	69	92
CONSULTANCY/PARTIAL SERVICES						
Client Adviser services	0	10	5	0	1	3
Conservation work	0	0	1	0	1	0
Contract Administrator	0	0	0	0	0	0
Feasibility studies	0	0	0	1	0	2
Information Manager/BIM co-ordinator	0	0	0	0	0	0
Interior design	4	16	2	0	21	3
Landscape design	5	0	2	1	2	0
Master planning/urban design	0	0	0	0	0	0
Planning consultancy	0	0	2	0	2	0
Post-occupancy services	0	0	0	0	0	0
Principal Designer, under CDM Regulations	0	0	0	n/a	n/a	n/a
Principal Designer, under Building Regulations	0	0	0	0	0	0
Project management/contract management	0	8	0	0	0	0
Other or other partial services not included above	0	0	3	0	4	0
ALL consultancy	9	34	14	1	31	8
ALL	100	100	100	100	100	100

6

Future

1-<5 practices



+5%

Anticipated increase in staff, next 12 months
2 person practices



+12%

Anticipated increase in revenue, next 12 months
1 person practices



Economy

The most significant impediment to profitability

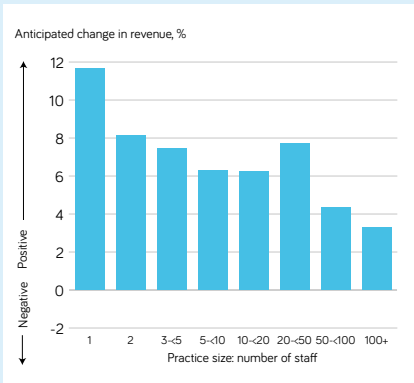


Adopting new working practices

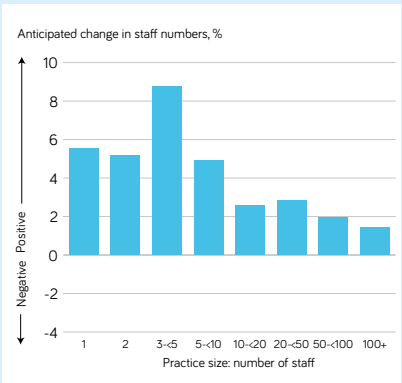
The most significant improvement to profitability

All RIBA Chartered Practices

Average change in practice revenue anticipated by practices, next 12 months



Average change in staff numbers anticipated by practices, next 12 months



Predicted change in total revenue of all RIBA Chartered Practices, next 12 months



Table 6-1

Factors considered to impede practice profitability 'to a large extent', by practice size

%	Proportion responding 'to a large extent'					
	2024			2023		
	1	2	3-<5	1	2	3-<5
The availability of suitably qualified and experienced professionals	5	7	13	4	7	15
Rising practice salaries	6	14	18	4	8	19
Project cost inflation	38	43	42	36	48	48
Construction product availability	11	11	8	14	14	15
Downward pressure on fee levels	32	35	35	n/a	n/a	n/a
Planning delays	42	45	61	41	46	57
Interest rates	29	36	35	39	44	46
Increased regulatory burden	38	37	48	n/a	n/a	n/a
The wider economic environment	48	48	57	48	56	51
The cost of PII	13	17	18	15	15	22
PII exclusions	10	16	16	14	14	18

Table 6-2

Factors considered to improve practice profitability 'to a large extent', by practice size

%	Proportion responding 'to a large extent'					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Improved practice productivity	26	17	16	23	24	12
Adoption of new technology	38	33	32	42	43	28
Adoption of new working practices	69	63	57	65	68	51
Our practice moving into new sectors	57	44	37	52	45	34
The need for more energy efficient buildings	32	31	29	31	31	25
The wider economic environment	19	17	12	13	15	10

Table 6-3

Average percentage change anticipated, next 12 months, by practice size

%	Anticipated mean average change, next 12 months					
	2024			2023		
	1	2	3-<5	1	2	3-<5
Revenue	+12	+8	+7	+8	+10	+4
Expenditure	+5	+5	+8	+6	+5	+9
Number of full-time equivalent staff	+6	+5	+9	+4	+7	+9
Hourly charge-out rates	+3	+5	+4	+5	+5	+6

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