



RIBA Business Benchmarking 2024

Report prepared for the RIBA
by The Fees Bureau

Sub-report practice size 10-<50

to be read in association with the Full Report



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Data analysis and reporting undertaken by
The Fees Bureau, a division of Mirza & Nacey Research Ltd
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The content of articles contributed by external authors and published in this report are the views of those authors and do not represent the position of the Royal Institute of British Architects (RIBA).

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

Front cover:

Cliffords Tower | Architects: Broughton Architects | Photograph: Dirk Lindner

RIBA Benchmarking

Sub-report

practice size 10-<50

This sub-report shows findings from this year’s RIBA Benchmarking Survey for the practice size 10-<50 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

10-<50 practices



596

Number of RIBA
Chartered Practices
10-<50 person practices



89%

Limited companies
10-<20 practices



63%+

Most practices have
a single office

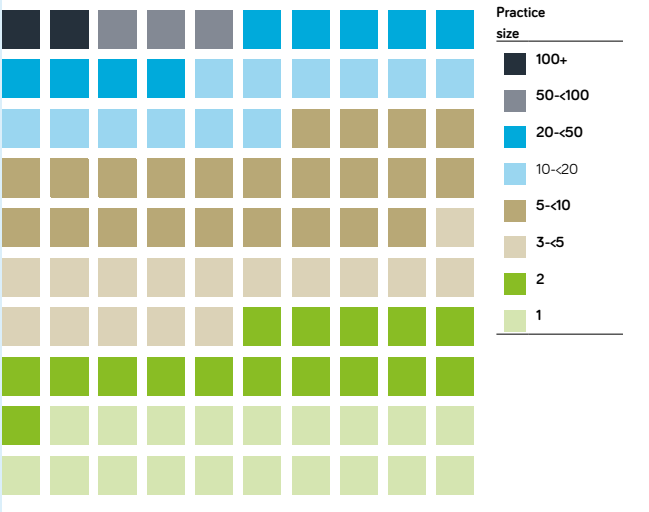


6%

Have offices outside
the UK

All RIBA Chartered Practices

Percentage of practices by size



Size of practices

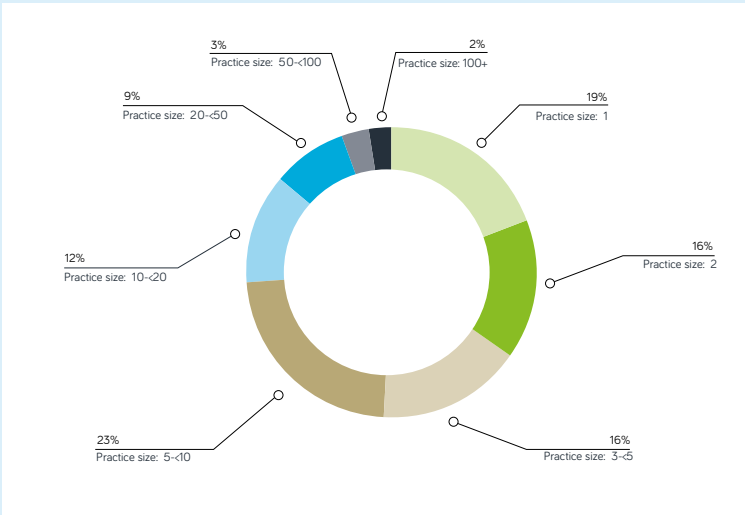


Table 1-1*Total number of RIBA Chartered Practices and total number of staff*

%	Proportion of practices			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
Total number of RIBA Chartered Practices	348	248	368	240
Total number of staff (FTE) employed	4,753	7,322	4,999	7,030
Percentage of practices	12	9	14	9
Percentage of total staff employed	12	18	13	19

Table 1-2*Legal status of practice, by practice size*

%	Proportion of practices			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
Partnership	1	0	2	0
Limited Liability Partnership (LLP)	8	17	7	19
Limited Company (Ltd)	89	82	89	79
Public Limited Company (PLC)	1	0	0	0
Sole Trader	0	1	0	1
Local Authority	0	0	0	0
Charity	0	0	0	0
Registered Society	0	0	0	0
Other	0	0	1	1
ALL	100	100	100	100
Practice owned, in full or in part, by an Employee Benefit Trust, Employee Ownership Trust and/or a charity	4	14	7	11

Table 1-3

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

%	Proportion of practices			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
OFFICES WITHIN THE UK:				
1 office	84	63	81	68
2 offices	12	29	14	24
3 offices	2	7	3	6
4 offices	0	1	1	0
5+ offices	1	1	1	2
ALL	100	100	100	100

Table 1-4

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

%	Proportion of practices			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
0 offices	96	94	97	97
1 office	3	4	1	2
2 offices	0	1	1	1
3 offices	0	0	0	0
4 offices	0	0	0	0
5+ offices	0	1	0	0
ALL	100	100	100	100

2

Team

10-<50 practices



12,000

Total staff employed in
all RIBA Chartered
Practices 10-<50



36%

Female



Over 14%

are Black/African/
Caribbean/Black British,
Asian/Asian British, mixed/
multiple or other ethnic
minority group

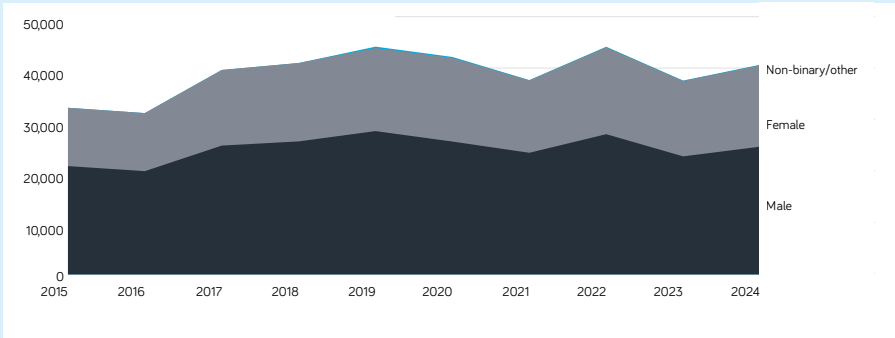


Over 66%

Aged under 45

All RIBA Chartered Practices

All staff employed in RIBA Chartered Practices, by gender



All staff employed in RIBA Chartered Practices, by ethnicity

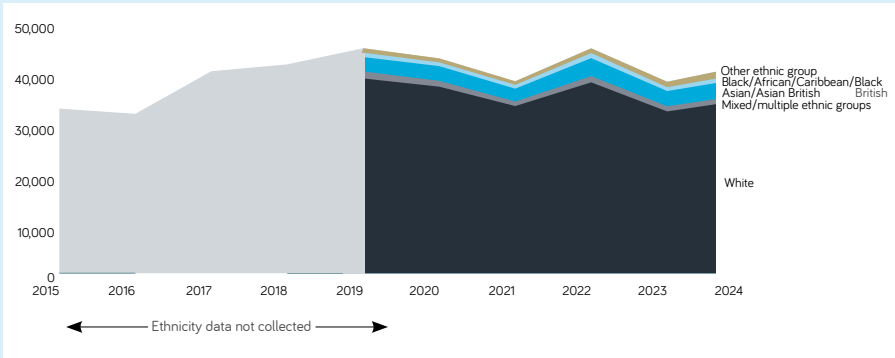


Table 2-1*Average number of staff per practice: permanent and freelance/contract staff, by practice size*

Number (FTE)	Average number of staff			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
Partners/Directors/Sole Principals	2.2	2.7	2.1	2.8
Salaried Partners & Directors	0.5	1.4	0.5	1.2
Associates	1.6	4.7	1.6	5.1
Architects (5+ years ARB registered)	1.4	3.5	1.3	3.5
Architects (3-4 years ARB registered)	0.6	1.3	0.5	1.5
Architects (1-2 years ARB registered)	0.4	0.9	0.4	0.9
Architects (<1 year ARB registered)	0.3	0.8	0.2	0.5
Technologists	1.3	2.5	1.4	2.5
Architectural Assistants, Part 2 (2+ years exp)	1.1	1.9	0.9	2.1
Architectural Assistants, Part 2 (<2 years exp)	0.5	1.3	0.6	1.2
Architectural Assistants, Part 1	0.8	1.8	0.9	1.8
Apprentices	0.2	0.4	0.2	0.3
Other Chartered professionals	0.2	0.6	0.3	0.6
Other fee-earning staff	0.4	1.3	0.4	1.1
Office management/support & admin	1.4	2.8	1.3	2.7
ALL	12.8	27.9	12.8	27.8
Freelance/contract staff - ALL	0.9	1.6	0.8	1.5
TOTAL number of staff (FTE) employed in ALL Chartered Practices	4,753	7,322	4,999	7,030

Table 2-2

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

	Permanent				Freelance			
	2024		2023		2024		2023	
	10-<20	20-<50	10-<20	20-<50	10-<20	20-<50	10-<20	20-<50
Male	63	60	61	61	62	57	58	61
Female	36	40	39	39	38	43	42	39
Non binary/other	0	0	0	0	0	0	0	0
ALL	100	100	100	100	100	100	100	100

Table 2-3

Ethnicity of staff by practice

%	Proportion of staff			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
White	88	86	89	86
Mixed/multiple ethnic groups	3	2	2	3
Asian/Asian British	5	8	5	6
Black/African/Caribbean/Black British	2	2	2	2
Other ethnic group(s)	3	2	2	3
ALL	100	100	100	100

Table 2-4

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

%	Proportion of staff			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
under 24	9	8	9	6
25-34	31	34	29	28
35-44	26	26	24	23
45-54	18	18	17	15
55-64	12	11	10	8
65 and over	3	2	3	2
Prefer not to say or don't know	0	0	7	18
ALL	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	
	10-<20	20-<50	10-<20	20-<50
Practice has a documented Equality, Diversity and Inclusion (EDI) policy	83	90	82	91
Practices' EDI policy includes:				
Data collection on the protected characteristics as defined in the Equality Act 2010	66	71	75	70
EDI training for staff members	51	61	58	59
Recruitment strategies to address the under-representation of staff with protected characteristics	57	65	66	68
Talent management strategies to support staff development and retention (such as post-maternity returnee programmes)	68	84	75	83
Work/life balance strategies to support flexible working	87	94	89	94

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	
	10-<20	20-<50	10-<20	20-<50
Practice has a staff development plan	75	84	73	79
Practices' staff development plan includes:				
Staff developing and acquiring skills	93	95	94	96
Staff developing and acquiring skills, following individual assessments	90	88	87	93
Practice-wide informal plan to meet future needs	83	88	89	90
Practice-wide formal plan to meet future needs	47	53	49	46

3

Finances

10-<50 practices



£1187 million

Total revenue from all
RIBA Chartered
Practices 10-<50



21%

Increase in total revenue



12%

Increase in total profits

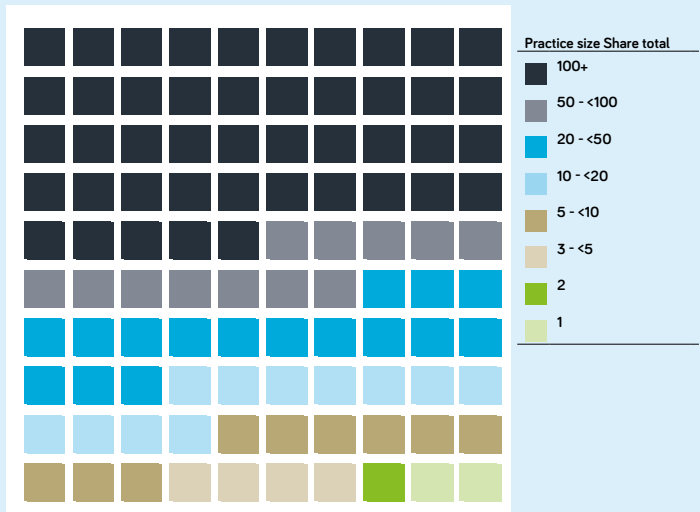


over 60%

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

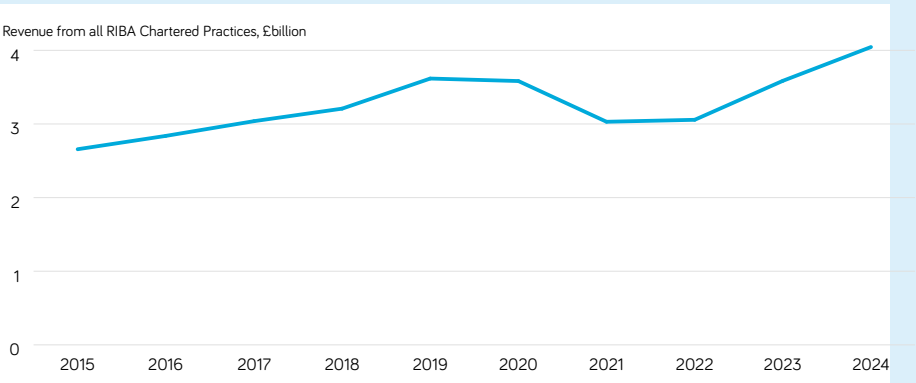


Table 3-1*Average practice revenue*

£000	Average practice revenue			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
MEAN average	1,305,354	2,954,052	1,065,025	2,443,054
Lower quartile	728,996	1,534,601	664,495	1,580,308
MEDIAN average	996,724	2,162,676	899,405	2,166,220
Upper quartile	1,335,633	3,036,245	1,196,449	3,125,564
TOTAL revenue from ALL RIBA Chartered Practices, £m	454	733	392	586

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

£ per head	Average (mean) practice revenue per head			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
Per Partner/Director/Sole Principal	596,341	915,974	497,723	1,048,328
Per Architect	193,050	224,294	150,771	166,351
Per architectural staff	118,832	146,710	89,431	106,069
Per all fee-earning staff	112,042	118,595	82,275	98,003

Table 3-3

Average practice profits, by practice size

£000	Average practice profits			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
MEAN average	250	412	229	365
Lower quartile	52	72	63	106
MEDIAN average	150	283	153	246
Upper quartile	330	575	307	556
Average (MEAN) profits as a percentage of practice revenue	19	14	21	15
Percentage of profits from ALL RIBA Chartered Practices	16	20	15	17
TOTAL profits from ALL RIBA Chartered Practices, £m	86	103	81	88

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	
	10-<20	20-<50	10-<20	20-<50
Per Partner/Director/Sole Principal	104,763	123,577	99,228	158,704
Per Architect	37,664	32,765	33,149	27,955
Per architectural staff	23,352	21,107	19,560	17,191
Per all fee-earning staff	21,952	16,631	18,267	15,868

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

£000	Average (mean) practice expenditure			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
Average (mean) expenditure per practice	954	2,316	649	1,836
Average (mean) expenditure per Partner/Director/Sole Principal	441	735	353	809
Average (mean) expenditure per practice EXCLUDING salaries	318	830	225	654
%	2024		2023	
	10-<20	20-<50	10-<20	20-<50
	10-<20	20-<50	10-<20	20-<50
Expenditure as percentage of practice revenue	75	80	72	76
Expenditure per practice EXCLUDING salaries as a percentage of practice revenue	25	27	23	28

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	
	10-<20	20-<50	10-<20	20-<50
Payroll – fee-earning staff	548,930	1,335,323	399,386	1,111,757
Other staff costs	33,696	160,468	23,516	48,563
Premises, including utilities and servicing	68,679	170,884	42,384	131,988
Travel, including public transport, motor, and hotel costs	16,805	37,566	10,312	25,474
Insurance, including PII	40,234	108,743	25,069	89,653
IT infrastructure, telecommunications, software, and support	41,023	101,020	26,269	95,263
Depreciation	14,309	33,117	10,187	27,304
Marketing	10,613	18,302	8,069	23,049
Recoverable costs	80,060	109,478	40,332	114,484
All other costs	99,557	241,542	63,363	168,841
ALL	953,905	2,316,443	648,888	1,836,375

Table 3-7

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

%/ $\pounds$	Level of PII cover			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
MEAN average	39,855	91,047	33,332	110,236
Lower quartile	13,369	37,120	9,560	45,504
MEDIAN average	24,120	70,000	18,210	78,350
Upper quartile	43,328	110,715	33,214	122,199
Whether PII policy includes exclusions for general fire safety %	68	68	65	81

Table 3-8

Professional Indemnity Insurance (PII) cover, by practice size

%/ $\pounds$	Level of PII cover			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
up to $\pounds$ 250,000	3	1	1	4
$\pounds$ 250,001 to $\pounds$ 500,000	1	0	1	1
$\pounds$ 500,001 to $\pounds$ 1m	5	1	2	1
> $\pounds$ 1m to $\pounds$ 5m	52	18	64	19
> $\pounds$ 5m to $\pounds$ 10m	38	77	32	71
over $\pounds$ 10m	2	4	0	4
ALL	100	100	100	100
Average (mean) cover, $\pounds$ million	6.7	9.8	6	8.6

Table 3- 9

Average hourly charge-out rates, by practice size

£	Average (mean) rate per hour			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
Partners/Directors/Sole Principals	141	151	130	146
Salaried Partners	139	149	119	127
Associate Directors or Associates	109	113	104	103
Architects (5+ years ARB registered)	98	92	94	89
Architects (3-4 years ARB registered)	90	83	84	79
Architects (1-2 years ARB registered)	84	82	82	76
Architects (<1 year ARB registered)	90	74	76	67
Technologists	74	74	73	70
Architectural Assistants, Part 2 (2+ years' experience)	65	65	74	64
Architectural Assistants, Part 2 (<2 years' experience)	66	63	67	59
Architectural Assistants, Part 1	65	57	62	56
Apprentices	53	52	51	47
Other professionals	90	73	70	59
Other fee earning staff	70	74	61	58

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	
	10-<20	20-<50	10-<20	20-<50
Practice records the amount of staff time that is spent on billable work	74	68	64	67

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

%	Proportion of staff time			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
Partners/Directors/Sole Principals	42	37	40	38
Salaried Partners	53	43	45	42
Associate Directors or Associates	61	65	61	67
Architects (5+ years ARB registered)	70	71	67	75
Architects (3-4 years ARB registered)	69	74	68	75
Architects (1-2 years ARB registered)	66	75	69	76
Architects (<1 year ARB registered)	72	72	60	63
Technologists	73	73	71	76
Architectural Assistants, Part 2 (2+ years' experience)	68	75	73	75
Architectural Assistants, Part 2 (<2 years' experience)	59	70	66	71
Architectural Assistants, Part 1	68	72	66	73
Apprentices	59	67	57	70
Other professionals	60	61	58	67
<i>Note: n/a indicates not enough data for this size.</i> Other fee earning staff	50	66	30	58

4

Salaries

10-<50 practices



£71,500

Average salary for
Partners/Directors/
Sole Principals
10-<20 practice



£45,000

Average salary for
Architects (5+ years
ARB registered)



16%

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

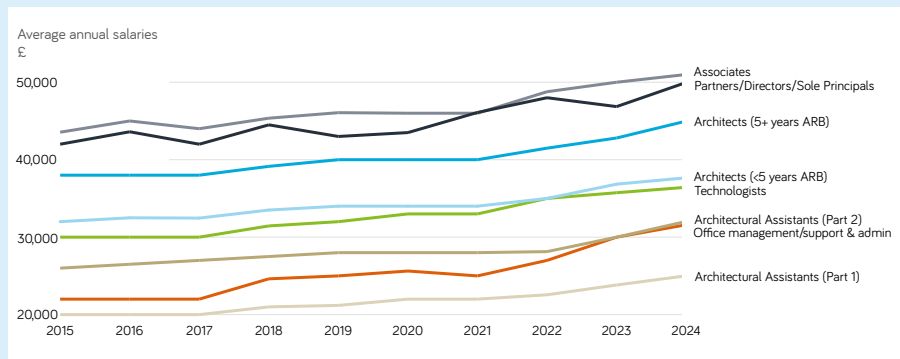


13%

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: 10-<20 person practices*

£	2024 MEDIAN			2023 MEDIAN
	Lower quartile	MEDIAN	Upper quartile	
Partners/Directors/Sole Principals	54,578	71,483	99,500	65,500
Salaried Partners & Directors	54,225	64,000	76,950	67,000
Associate Directors or Associates	45,000	51,500	59,571	49,153
Architects (5+ years ARB registered)	40,000	45,000	50,000	42,000
Architects (3-4 years ARB registered)	37,279	40,000	42,750	38,000
Architects (1-2 years ARB registered)	34,000	36,394	40,000	36,250
Architects (<1 year ARB registered)	33,000	36,000	38,000	33,500
Technologists	32,250	36,000	40,000	35,000
Architectural Assistants, Part 2 (2+ years' experience)	n/a	n/a	n/a	30,000
Architectural Assistants, Part 2 (<2 years' experience)	n/a	n/a	n/a	28,000
Architectural Assistants, Part 1	n/a	n/a	n/a	23,498
Apprentices	20,000	22,673	24,000	21,000
Other construction professionals	30,905	38,013	41,921	36,000
Other fee-earning staff	26,215	35,000	42,875	32,000
Office management/support & admin	25,272	30,000	36,938	30,033

Table 4-2*Average salaries: 20-<50 person practices*

£	2024 MEDIAN			2023 MEDIAN
	Lower quartile	MEDIAN	Upper quartile	
Partners/Directors/Sole Principals	74,800	98,756	146,667	99,710
Salaried Partners & Directors	60,750	70,000	86,000	67,500
Associate Directors or Associates	48,963	53,500	60,238	54,167
Architects (5+ years ARB registered)	41,431	45,584	50,000	45,000
Architects (3-4 years ARB registered)	37,932	40,500	44,834	39,000
Architects (1-2 years ARB registered)	35,000	38,000	40,800	37,000
Architects (<1 year ARB registered)	32,875	36,000	38,606	35,000
Technologist	32,750	36,700	42,100	38,000
Architectural Assistants, Part 2 (2+ years' experience)	30,068	33,900	36,625	32,550
Architectural Assistants, Part 2 (<2 years' experience)	27,000	30,000	32,000	30,000
Architectural Assistants, Part 1	23,000	25,000	27,000	24,000
Apprentices	22,350	24,438	27,000	24,068
Other construction professionals	31,543	38,875	42,000	n/a
Other fee-earning staff	n/a	n/a	n/a	37,245
Office management/support & admin	30,833	36,000	41,344	35,833

Table 4-3*Average salaries: Expanded list of staff type, 20+ person practices*

£	2024 MEDIAN			2023 MEDIAN
	Lower quartile	MEDIAN	Upper quartile	
Partners/Directors/Sole Principals	80,000	101,124	153,950	105,000
Architect Salaried Partners or non-shareholder Directors	64,834	78,000	100,000	71,000
Non-Architects Salaried Partners or non-shareholder Directors	66,250	82,999	98,475	72,179
Architect Associate Directors or Associates	49,889	57,000	63,960	55,000
Non-Architect Associate Directors or Associates	49,804	56,109	62,447	53,700
Architects (5+ years ARB registered)	42,038	46,213	50,135	45,000
Architects (3-4 years ARB registered)	38,500	41,336	44,917	40,000
Architects (1-2 years ARB registered)	35,500	38,000	41,300	37,388
Architects (<1 year ARB registered)	33,437	36,500	39,500	35,000
Architectural Assistants, Part 2 (2+ years' experience)	30,000	33,990	36,750	32,500
Architectural Assistants, Part 2 (<2 years' experience)	27,829	30,125	33,086	30,000
Architectural Assistants, Part 1	23,400	25,012	27,352	24,000
Level 7 Architect Apprenticeship	24,406	27,821	29,750	26,025
Level 6 Architectural Assistant Apprenticeship	19,680	23,500	25,000	n/a
Technologist (5 years' or more experience)	38,000	42,065	47,000	42,047
Technologist (between 3 and 4 years' experience)	29,995	35,000	40,000	33,500
Technologist (under 3 years' experience)	23,960	27,000	30,000	27,000
Landscape Architects	31,461	37,000	41,000	35,219
Urban Designers	25,000	38,763	41,000	n/a
Interior Designers	30,000	37,500	44,908	35,338
BIM Manager	52,533	55,820	62,231	} 51,100
BIM Co-ordinator	46,575	47,833	51,188	
BIM support team member	n/a	n/a	n/a	
Graphics & Model makers	36,750	38,950	45,593	n/a
Structural Engineers	n/a	n/a	n/a	n/a
Civil Engineers	n/a	n/a	n/a	38,000
Quantity Surveyors	n/a	n/a	n/a	47,412
Other construction professional	35,369	40,000	46,000	35,500
Senior office staff	41,293	48,000	60,000	27,075
Mid-level office staff	32,500	38,540	44,875	35,500
Admin and support staff	25,000	28,722	32,727	27,075

Practices with 20+ staff provided data for an expanded list of job titles. While there was insufficient data to provide average salaries for this expanded list of job titles for each practice size, the table above shows average salaries for the expanded job titles reported by all practices with 20+ staff. This includes practices with 20-<50 staff.

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

£	2024		2023	
	10-<20	20-<50	10-<20	20-<50
Partners/Directors/Sole Principals	4,516	6,763	3,896	6,566
Salaried Partners & Directors	3,182	8,088	3,922	5,680
Associate Directors or Associates	1,574	2,550	2,494	4,017
Architects (5+ years ARB registered)	4,182	1,580	1,382	1,080
Architects (3-4 years ARB registered)	1,261	1,592	1,258	3,514
Architects (1-2 years ARB registered)	697	1,499	1,850	879
Architects (<1 year ARB registered)	572	1,374	1,585	858
Technologists	1,012	1,301	1,065	1,414
Architectural Assistants, Part 2 (2+ years' experience)	n/a	1,053	910	2,092
Architectural Assistants, Part 2 (<2 years' experience)	n/a	578	464	2,053
Architectural Assistants, Part 1	n/a	858	660	1,049
Apprentices	368	550	498	427
Other construction professionals	2,575	1,033	997	n/a
Other fee-earning staff	906	764	640	1,325
Office management/support & admin	817	1,347	835	2,137

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	
	10-<20	20-<50	10-<20	20-<50
Average number of contracted hours	38	38	38	38
Average number of paid days leave	24	24	24	24
Average percentage contribution made to employee's pension	4	4	4	4
% paying all staff, as a minimum, the national living wage*	99	100	98	98

* As set by the Living Wage Foundation

Table 4-6

Extent of provision of staff benefits

%	2024				2023	
	10-<20		20-<50		10-<20	20-<50
	All	Some	All	Some	All	All
Offer family leave beyond the statutory minimums	55	7	47	20	48	44
Allow employees to buy back or sell leave days	20	5	20	10	23	14
Pay (or provide time off in lieu for) staff for working more than their contracted hours	55	15	44	28	51	46

5

Markets

10-<50 practices



43%

Revenue from private housing
10-<20 practice



80%+

Revenue from building design services



142

Average number of projects worked on
20-<50 practice

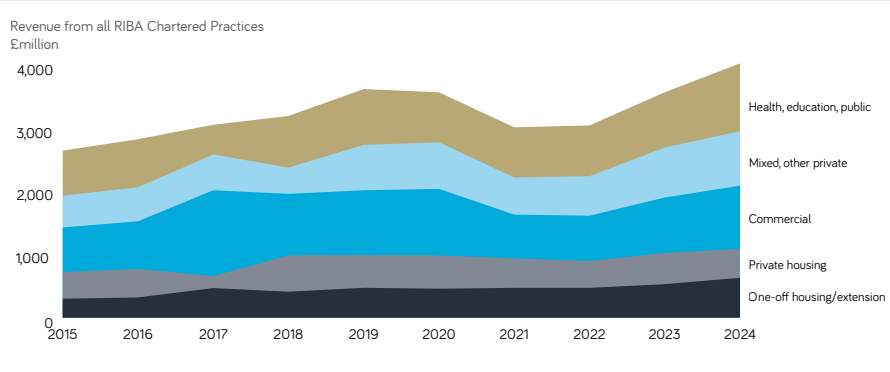


£117m

Revenue generated from International work
all 10-<50 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

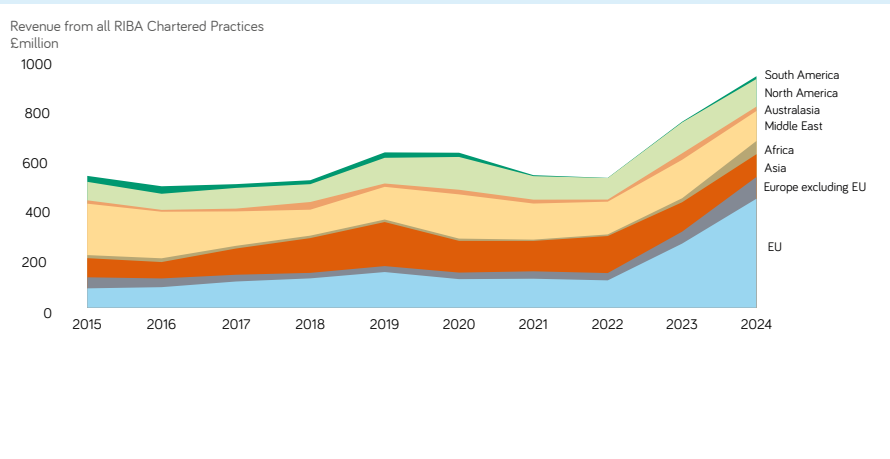


Table 5-1*Average practice revenue: type of work, by practice size*

%	Average (mean) percentage of practice revenue			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
New build	40	47	42	51
Refurbishment	29	27	29	24
Both new build and refurbishment	17	14	16	14
Conservation	8	5	7	5
Other	6	6	5	6
ALL	100	100	100	100

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

£m/%	Average (mean) percentage of practice revenue			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
One-off new house	10	5	12	5
House extension, conversion, alteration	20	8	19	7
Other private housing	13	14	14	18
Public housing including social housing	8	11	9	10
Offices	6	8	6	8
Retail	4	3	4	5
Sport and leisure	3	3	4	3
Culture and entertainment	5	5	3	4
Industrial	4	5	5	5
Health	4	8	5	6
Schools and colleges	6	9	7	7
Universities	2	5	1	4
Transport	1	3	1	1
Mixed	4	4	3	6
Other private	7	5	5	5
Other public	3	4	3	4
ALL	100	100	100	100

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

%	Average (mean) percentage of practice revenue			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
BUILDING DESIGN				
Full Service, RIBA Stages 1 to 6 or more	43	45	44	45
RIBA Plan of Work Stages 1 to 3 only	24	23	24	23
RIBA Plan of Work Stages 4 to 6 only	13	13	12	13
ALL Building design	80	81	81	80
CONSULTANCY/PARTIAL SERVICES				
Client Adviser services	1	1	0	1
Conservation work	3	2	2	1
Contract Administrator	1	1	1	1
Feasibility studies	4	4	4	4
Information Manager/BIM co-ordinator	0	0	0	0
Interior design	2	2	3	3
Landscape design	1	1	1	1
Master planning/urban design	2	3	2	4
Planning consultancy	2	1	1	1
Post Occupancy services	0	0	0	0
Principal Designer, under CDM Regulations	2	2		n/a
Principal Designer, under Building Regulations	1	1	1	1
Project management/contract management	1	0	1	0
Other or other partial services not included above	1	2	2	3
ALL consultancy	20	19	19	20
ALL	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	
	10-<20	20-<50	10-<20	20-<50
Number of projects	77	142	79	106

Table 5-5

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

%	Range of project values			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
Under £250,000	28	16	28	18
£250,000 to £499,999	22	18	23	18
£500,000 to £999,999	20	18	19	17
£1m to £4.9m	17	22	17	21
£5m to £9.9m	6	13	7	11
£10m to £24.9m	3	9	3	8
£25m to £99.9m	3	5	2	6
£100m +	0	0	0	1
ALL	100	100	100	100

Table 5-6

Source of new projects, by practice size

%	Proportion of new projects			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
Partnerships with other practices	1	2	1	1
Partnerships with contractors	7	6	7	4
Framework agreements	5	15	5	16
Repeat business - returning and ongoing clients	44	43	42	45
Word of mouth/client referrals	21	18	21	15
RIBA's 'Find an Architect' service	1	0	1	0
Other professional relationships and networks	8	8	8	9
Marketing, advertising and search engines	10	4	10	5
Other/mixed	4	4	5	5
ALL	100	100	100	100

Table 5-7

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

%/ £	Practice revenue			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
Average (mean) revenue from outside UK, percentage of all revenue	6	8	5	5
Average (mean) revenue from outside UK, £000	117	305	43	127
TOTAL revenue from outside UK, ALL Chartered Practices, £million	41	76	16	30

%	Practice revenue			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
Share of TOTAL revenue from outside UK, ALL Chartered Practices, %	4	8	2	4
Percentage with >20% of practice revenue from outside the UK	6	9	6	9

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

%	Average (mean) percentage of practice revenue			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
New build	60	59	6	8
Refurbishment	20	23	2	3
Both new build and refurbishment	4	7	52	48
Conservation	2	1	24	18
Other	13	10	17	22
ALL – all revenue from outside UK	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	
	10-<20	20-<50	10-<20	20-<50
One-off new house	18	3	7	6
House extension, conversion, alteration	7	2	2	3
Other private housing	15	5	18	10
Public housing, including social housing	9	5	6	0
Offices	7	3	8	1
Retail	5	4	5	13
Sport and leisure	1	11	13	15
Culture and entertainment	12	21	3	14
Industrial	1	6	4	10
Health	6	1	5	1
Schools and colleges	1	5	7	4
Universities	0	3	1	0
Transport	1	11	7	0
Mixed	2	7	5	3
Other private	15	3	8	4
Other public	0	10	0	18
ALL	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	
	10-<20	20-<50	10-<20	20-<50
BUILDING DESIGN				
Full Service, RIBA Stages 1 to 6 or more	40	35	36	22
RIBA Plan of Work Stages 1-3 only	42	39	51	41
RIBA Plan of Work Stages 4-6 only	6	1	1	7
ALL Building Design	88	74	89	71
CONSULTANCY/PARTIAL SERVICES				
Client Adviser services	0	3	0	3
Conservation work	1	1	0	1
Contract Administrator	0	0	0	0
Feasibility studies	1	1	2	2
Information Manager/BIM co-ordinator	0	0	0	0
Interior design	1	12	5	18
Landscape design	0	0	0	0
Master planning/urban design	0	6	3	5
Planning consultancy	5	0	0	0
Post-occupancy services	0	0	0	0
Principal Designer, under CDM Regulations	0	0	n/a	n/a
Principal Designer, under Building Regulations	0	0	0	0
Project management/contract management	0	0	0	0
Other or other partial services not included above	2	3	1	1
ALL consultancy	11	26	11	29
ALL	100	100	100	100

6

Future

10-<50 practices



+3%

Anticipated increase in staff, next 12 months
20-<50 practices



+6%

Anticipated increase in revenue, next 12 months
10-<20 practices



Economy

The most significant impediment to profitability

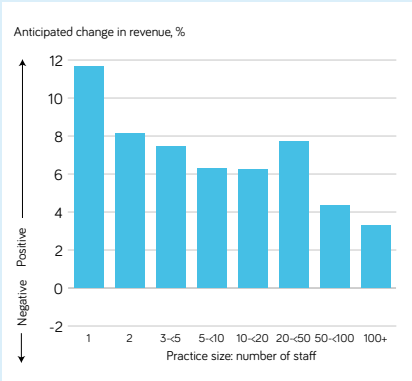


Adopting new working practices

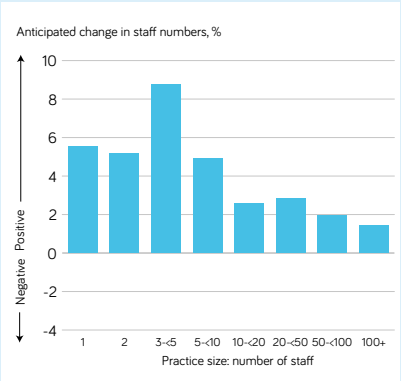
The most significant improvement to profitability

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	
	10-<20	20-<50	10-<20	20-<50
The availability of suitably qualified and experienced professionals	11	20	13	19
Rising practice salaries	29	31	30	37
Project cost inflation	36	37	47	46
Construction product availability	12	8	16	9
Downward pressure on fee levels	37	39	n/a	n/a
Planning delays	59	42	52	45
Interest rates	22	26	43	37
Increased regulatory burden	39	31	n/a	n/a
The wider economic environment	44	48	57	50
The cost of PII	24	19	27	33
PII exclusions	16	11	16	19

Table 6-2

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

%	Proportion responding 'to a large extent'			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
Improved practice productivity	4	2	5	4
Adoption of new technology	18	19	22	20
Adoption of new working practices	56	63	51	59
Our practice moving into new sectors	36	27	31	29
The need for more energy efficient buildings	28	25	29	30
The wider economic environment	8	8	9	9

Table 6-3

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

%	Anticipated mean average change, next 12 months			
	2024		2023	
	10-<20	20-<50	10-<20	20-<50
Revenue	+6	+8	+3	+4
Expenditure	+7	+8	+8	+6
Number of full-time equivalent staff	+3	+3	+2	+3
Hourly charge-out rates	+4	+5	+4	+5

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