



Pay On Display

**A salary snapshot of the
Scottish voluntary sector in 2019**

goodmoves
charity and voluntary recruitment



For the first time ever, a comprehensive study has been carried out on pay within Scotland’s voluntary sector. The Scottish Council for Voluntary Organisations (SCVO) has used data from its recruitment site goodmoves to create an extensive guide looking at salaries within Scottish charities.

Research: Ilse Mackinnon; words: Gareth Jones

The full findings will be released to SCVO members to aid organisations in the difficult task of deciding what to pay their staff.

And the report makes for fascinating reading, showing the differences in pay between small and larger organisations and how wages and conditions in the voluntary sphere compare with the public and private sectors.

More than 3,500 goodmoves jobs advertised between April 2018 and March 2019 were analysed.

The report was restricted to paid posts based in Scotland with voluntary sector charities (excluding organisations such as universities). The jobs were classified using key words, alongside data linkage to both

the Scottish Charity Register and SCVO’s classifications, allowing jobs to be related to other factors such as organisational income, staff size and sub-sector.

Five job role levels were created to reflect five basic responsibility levels broadly recognised within the voluntary sector:

Chief executive = CEO /chief officer / chief executive officer.

Director = Director / head of / deputy CEO.

Manager = Manager / senior officer / lead / team leader etc.

Officer = Officer / co-ordinator / development worker / advisor / organiser / practitioner etc.

Assistant = Assistant / administrator / receptionist / care worker / cook / driver etc.

Jobs have been separated using the annual turnover of the employer, to show the rates paid by smaller (under £1 million) and larger (over £1m) organisations, as affordability and profile will have an influence, along with geography and the local job market.

For chief executives staff size was used rather than income, as the responsibility level plays a greater role than affordability.

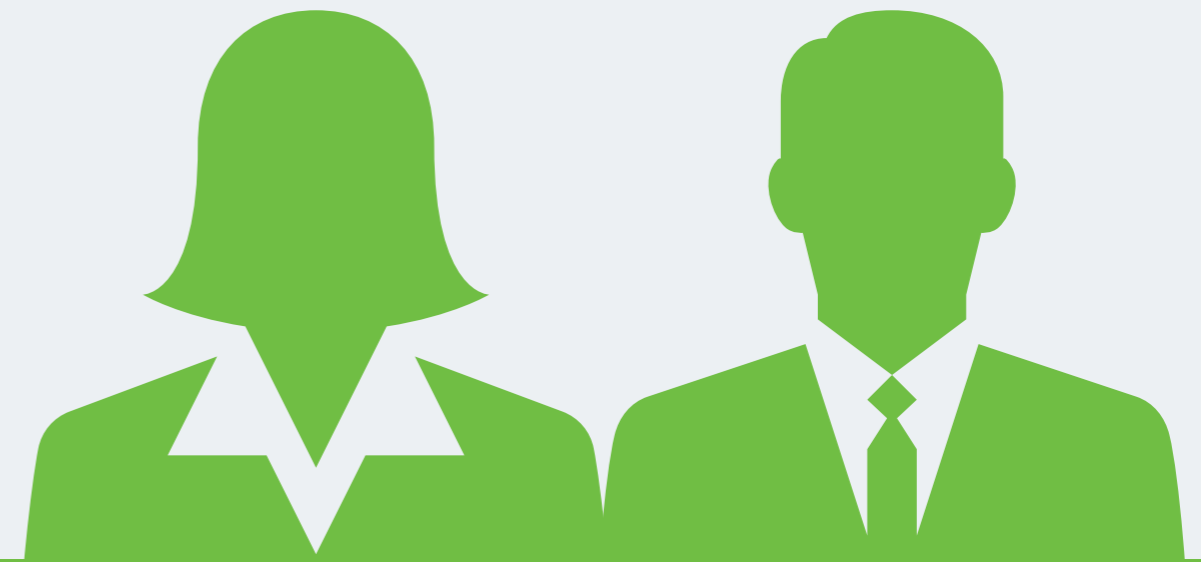
Larger charities do not necessarily pay more

When the statistics for all the jobs analysed are examined, it is clear that salaries paid within the sector are wide ranging.

The highest salary recorded was £95,000 per annum for a chief executive, with the lowest rate for all positions standing at £15,000.

Unsurprisingly, there is a big gap between the average salary for a chief executive (£48,803) compared to those in the assistant category (£18,723).

However the average rate for



The average salary for a chief executive was

£48,800

↑ **£95K** was the highest annual salary advertised...

↓ **£31K** was the lowest annual salary advertised...

Pay levels across the Scottish voluntary sector

All organisations	Jobs	Min	Lower	Average	Upper	Max
Chief executive	45	£31K	£36K – £48K	£48,803	£49K – £62K	£95K
Director	107	£28K	£35K – £44K	£44,034	£44K – £53K	£75K
Manager/senior	851	£17K	£23K – £29K	£29,154	£29K – £35K	£52K
Officer	1,614	£15K	£21K – £25K	£24,898	£25K – £29K	£42K
Assistant	895	£15K	£17K – £19K	£18,723	£19K – £21K	£29K
All	3,518					

The median salary for chief executives in Scotland is **£45,000**, compared to **£60,000** in England



directors (£44,034) is relatively close to that of the top category and the two middle categories - manager/senior and officer - are also similar (£29,154 and £24,898 respectively).

Regional divisions at the top
Most chief executive recruitment adverts on goodmoves are for posts with smaller organisations (30 out of 45, reflecting the sector's size and shape in Scotland).

As one would expect, remuneration for bosses closely reflects the level of staffing and responsibility of the chief executive. The largest charities, those with 250 staff or more, paid an average of £81,883. However smaller and micro-sized organisations (those with

less than 50 and less than 10 staff respectively) had far lower average figures - £49,167 and £42,002.

CEOs in Scotland tend to be paid below the UK level when salaries for comparable organisation sizes are examined. This is influenced by London salaries although most other English regions also pay above the Scottish median - apart from Yorkshire and Humber, and the South East.

Best of the rest
The highest number of roles advertised (1,614) were for officer roles, almost double the number of manager/senior roles (851). It is when these roles are examined that the differences in pay between larger and smaller organisations are most apparent.

For example, a fundraising manager for a charity with a turnover of over £1m receives on average £15,547 more than their counterpart at a smaller organisation.

However a comms assistant at a smaller organisation is more likely to get slightly less in wages than their equivalent at a larger organisation - with average salaries standing at £19,227 and £19,556 respectively.

Over one in three officer level roles were fixed-term posts and smaller organisations were more likely to offer fixed-term posts than those with turnovers over £1 million.

In health and social care, a senior worker at an organisation with under 50 staff actually gets paid an average of £581 more

There were

851 manager or senior roles advertised, with an average annual salary of **£29,154**

The total number of post analysed in the research was

3518



The median hourly pay in the sector - i.e. the salary of the person in the middle of the range - is actually higher in the voluntary sector than the private sector - **£10.92** and **£10.47** respectively

Mean hourly pay in the Scottish voluntary sector - **£12.59** - is below that of the rest of the UK - **£13.27**

The gender pay gap

Scotland	Men Mean Pay	Women Mean Pay	Pay Gap	Average (sector)
Voluntary sector	£13.48	£12.21	9.4%	£12.59
Public sector	£17.24	£14.74	14.5%	£15.64
Private sector	£15.22	£11.47	24.6%	£13.64
Average (men/women)	£15.72	£12.98	17.4%	£14.32

than their compatriot at a bigger charity. Interestingly, four in every five assistant level roles (81%) were in health and social care.

As we might expect, larger charities tend to pay higher salaries for most roles. However, smaller charities often pay better salaries to those at the lower end of the scale. This is often due to flatter structures with less management support in place, with assistants and officers often required to wear a number of hats and carry out a wide range of duties under minimal supervision.

Flexibility but not equality

The third sector's workforce employs a far higher proportion of part-time workers than either the public or private sectors, with over a third of paid staff working part time.

From the goodmoves data we can see that 40% of new posts are offered as part time or flexible. Part-time work is found across all role levels, although less common in the most senior roles.

While part time and flexible working can be celebrated for many reasons, the goodmoves data does also suggest that part time posts offer slightly lower salaries than full time posts at a similar level.

Is insecurity on the rise?

The study found smaller charities with lower incomes are more likely to offer part time roles

Younger, less stable charities are more likely to seek to employ



The voluntary sector employs more women, more part-time workers and more people with a disability than public and private sector

new staff on fixed term contracts. There also appears to be an increase in the number of posts being offered on a part-time basis.

While this may be welcomed as a sign of increased flexible working, there are a few less positive trends: part time posts tend to be less senior jobs and they generally pay less than comparable full-time jobs.

Living wage is real

The voluntary sector employs more women, more part-time workers and more people with a disability than public and private sector.

Mean hourly pay in the Scottish voluntary sector is £12.59. This is below that of private sector (£13.64), and significantly below pay in the public sector (£15.64).

However, the median hourly pay in the sector – ie the salary of the person in the middle of the range – is actually higher in the voluntary sector than the private sector (£10.92 and £10.47 respectively).

As we might expect in a sector where many organisations aim to pay staff the real Living Wage (£9 per hour) and where many organisations aim to minimise the pay ratio between the lowest and highest paid staff, the voluntary sector tends to pay staff at the lower end better than the private sector, and at the other end of the scale pays staff less than private industry at the top end of the scale. This means that the voluntary sector's median salary is actually higher than the private sector's.

Leading the way in gender pay Scottish charities are continuing to lead the way on equal pay.

The mean pay gap for Scottish charities is 4.2%, smaller than the UK charities pay gap of 7.9% in favour of men.

Both the mean and median pay gaps of Scottish charities are significantly below that of the other Scottish sectors, which have a mean gap of 13.7% and a median gap of 10.4%.

Two thirds (66%) of the largest Scottish charities are still paying men more than women - this is an improvement on 2017 (71%) but still large for a sector where women outnumber men more than 2:1.

Changing jobs and the world

Richard Nisbet of goodmoves analyses the sector salary snapshot



The findings of our research paint an interesting and comprehensive picture of the landscape of the voluntary sector.

More than 3,500 jobs, all advertised on goodmoves, were analysed as part of this research. No one job we advertise is the same and the adverts we carry range from entry level administration roles to chief executive roles at some of Scotland's biggest charities.

The sector encompasses a wide array of organisations who are campaigning on a variety of issues and helping to support the country's most vulnerable. From leading the fight against climate change to working for a health and social care charity – if you are passionate about helping people and making Scotland a better place, then the voluntary sector is the place for you.

One of the best things about goodmoves is that it highlights jobs available at lots of small to medium sized organisations that you may not have heard of. There's lots of great work going on at small organisations delivering great social impact creatively.

Jobs within the sector often give new arrivals the chance to

develop, not just as an employee but as a person too. Working for a charity or social enterprise can be far more rewarding than the public or private sectors, with many organisations committed to helping their staff have an ongoing role in shaping their jobs and providing opportunities for training and volunteering.

Scottish charities are continuing to lead the way on equal pay, as reflected in the research, with a much smaller gender pay gap than other

committed to paying their staff fairly.

Flexibility around working conditions is also something that the research shows is continuing to increase. More than a third of employees in the voluntary sector work part-time. Flexi-time policies and having a working environment where carers are valued and supported are other aspects of working that organisations are embracing.

A career path in the voluntary sector isn't always something that



The career path in Scotland's voluntary sector isn't always something that is immediately clear, however there are lots of interesting and engaging jobs on offer at all levels

Scottish sectors. The voluntary sector employs more women, more part-time workers and more people with a disability than the public and private spheres.

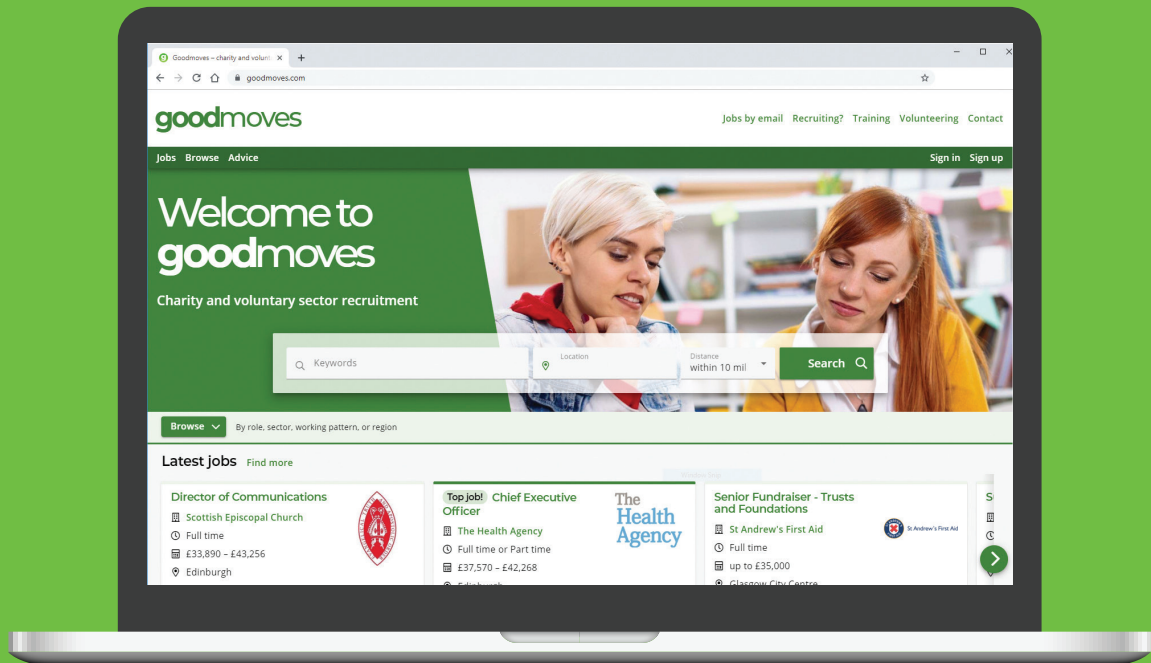
There is also a wide commitment to paying the real Living Wage (£9 per hour). The voluntary sector tends to pay staff better at the lower end of the scale than private industries. This study dispels the myth that only low wages are paid by charities. It's fair to say that some roles are not necessarily as well paid as their equivalent roles in other sectors, but there are still competitive salaries on offer and most organisations are

is immediately clear, however there are lots of interesting and engaging jobs on offer in Scotland's voluntary sector at all levels – for those starting out on their career paths to those looking for a career change later in life. goodmoves is the only place you can find a vast array of these type of jobs – so take a look. You could change your job, your life and perhaps even our world.

Richard Nisbet is development officer for goodmoves, the premier careers hub for the civil society, charity and voluntary sector – run by the Scottish Council for Voluntary Organisations.

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