



Pay and Benefits

in Residential Care



“

I'm very impressed with the colleagues I've worked with at Paydata. The level of expertise, knowledge and understanding in their field is brilliant.”

RESPONDENT

Paydata Customer
Satisfaction Questionnaire

In a challenging marketplace, effective and competitive remuneration is a key focus. Employers need to ensure their reward policies and practices are both practical and relevant.

With labour turnover up, Brexit's impact on skills and labour shortages being felt and the ongoing challenges faced by employers from COVID-19, it has never been more important for employers to take an informed approach to their pay and reward strategy.

Paydata's specialist Residential Care Salary Survey covers both care home and residential care employers.

The survey report provides valuable, accurate and specific external market information to inform reward decisions and enables employers to compare

their pay and benefits with comparable organisations - those who they recruit from and lose people to.

As a leading provider of salary and benefits benchmarking data, Paydata have been helping employers benchmark their terms and conditions to the external market since 2002.

To find out how to get involved, contact us on:

+44 (0)1733 391 377
info@paydata.co.uk

Member Benefits

With Residential Care Salary Survey membership you benefit from:



BEST MARKET PRACTICE

Determine market practice on pay and benefits for Residential Care roles across the UK.



COMPARE RELEVANT EMPLOYERS

Compare your organisation's approach with other relevant employers that operate within the sector, many of whom only contribute to Paydata's survey.



LATEST MARKET INTELLIGENCE

Receive up-to-date and accurate market data whenever you need it over a 12 month period.



GUIDE DECISION-MAKING

Inform your internal decisions in a highly competitive labour market and support your recruitment and retention strategy.



NETWORKING WITH YOUR PEERS

Access to like-minded HR professionals within the sector and the opportunity to exchange advice and common experiences at our Residential Care HR Forums.



ONGOING SUPPORT

Full support, as we help you to understand the latest industry trends based on our leading reward experience within the sector.

Survey Overview

Covering over 42,000 individuals, employed across the UK, the survey covers more than 20 different industry roles.

JOB ROLES COVERED



- Domestic
- Kitchen Assistant
- Domestic Supervisor
- Maintenance Person
- Home Administrator
- Chef
- Care Assistant
- Senior Care Assistant
- Activities Coordinator
- Administration Manager
- Team Leader
- Nurse
- Dementia Trainer
- Occupational Therapist
- Physiotherapist
- Care Manager
- Home Manager
- Clinical Development Manager
- Regional Manager
- Head of Operations
- Operations Director

GEOGRAPHICAL REGIONS COVERED



- National
- London and South East
- South West and Wales
- Midlands
- North
- Scotland

INFORMATION COLLECTED



- Base salary
- Bonuses
- Working hours
- Holiday entitlement
- Pension
- Private medical
- Company car provision

Data Collection

We make submitting your data easy with our flexible data collection options.

Participants can either complete an easy-to-use spreadsheet questionnaire or provide a payroll or HR download, along with any relevant structure/organisation charts.

Your Survey Report

Our customers tell us their survey reports are an invaluable source of market data, and a key input into making informed pay decisions.

PERSONALISED PAY REPORTS

Participants receive an individually produced personalised report that is simple to interpret and enables them to easily compare their reward practices to the market.

TIMELY REPORTS

Post pay review salaries are collected from participants so that our survey database can be kept up-to-date all year round.

Participants can then draw down updated reports at any time during the year. For example, organisations with January pay reviews often request an updated report in September, to inform their decisions.

Example Report

Example summary pay report

Survey region

Survey job family

Survey Job Title	Fixed Cash Salary (£'000s)				Total Cash Salary (£'000s)				Compa Ratio	
	You *	The Market			You *	The Market			Fixed	Total
		LQ	Mean	UQ		LQ	Mean	UQ		
(28) Survey job title 28	58,481	51,217	54,563	57,388	58,481	51,217	54,988	57,388	107%	106%
(31) Survey job title 31	42,281	28,962	31,748	34,847	43,381	28,962	33,608	38,036	133%	129%
(32) Survey job title 32	20,731	25,461	26,589	27,922	20,731	25,461	26,597	27,922	78%	78%
(35) Survey job title 35	26,481	19,716	22,136	24,118	26,481	19,716	23,165	25,767	120%	114%
(44) Survey job title 44	36,481	23,816	29,662	39,680	36,481	23,816	30,807	40,825	123%	118%

Example individual pay report

Survey region

Survey job family

(65) Survey job title 65		
Your data	Fixed Cash Salary (£'000s)	Total Cash Salary (£'000s)
Actual Minimum	27,481	30,231
Lower Quartile		
Median		
Mean	35,814	38,564
Upper Quartile		
Actual Maximum	44,481	47,231
Number of jobholders	3	
The Market	Fixed Cash Salary (£'000s)	Total Cash Salary (£'000s)
Actual Minimum	27,019	27,019
Lower Quartile	31,476	32,100
Median	33,020	34,698
Mean	32,814	33,782
Upper Quartile	34,679	36,035
Actual Maximum	39,273	39,273
Number of organisations	7	
Number of jobholders	25	
Compa Ratio	Fixed Cash Salary (£'000s)	Total Cash Salary (£'000s)
Your median as % of the market's median		
Your mean as % of the market's mean	109.1%	114.2%

PERSONALISED PAY REPORTS



Your pay versus the market

Your pay information separated from the external market

Comparison ratios showing how your pay compares to the market

Fees

ANNUAL SUBSCRIPTION

Salary Survey membership

£850 +VAT for a 12 month subscription to the survey.

HR Forum membership

Free to participating survey members, with two meetings per year.

ADDITIONAL OPTIONS

Additional reporting options are also available*:

Comparator Report

Filter the results to a chosen comparator group (subject to minimum sample populations);

Diversity Report

Covering market statistics on gender, service and age; and

Employee Market Report

A full breakdown of your employees, providing a market rate for each matched jobholder.

* additional charges apply

EXISTING SURVEY PARTICIPANTS



Existing survey participants include many of the major employers in the UK residential care sector:

- Anchor Hanover Group
- Barchester
- BUPA Care Homes
- Cinnamon Care Collection
- Housing 21
- MHA
- Sanctuary Housing
- Signature Senior Lifestyle
- St Andrew's Healthcare
- Sue Ryder
- Sunrise Senior Living
- The Orders of St John Care Trust



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