



# Pay and Benefits

in Healthcare



“

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

## Amid challenging labour market conditions, effective and competitive remuneration is a key focus. Employers need to ensure their reward policies and practices are both practical and relevant.

With recruitment and retention challenges persisting and the impact of inflationary pressures still being felt, it is important for employers to take an informed approach to their pay and reward strategy.

Paydata's Healthcare Pay and Benefits Survey covers specialist roles from across the sector. The survey report provides participants with valuable, accurate and specific external market information to inform reward decisions, much of which is not available anywhere else.

Customised specifically for the private healthcare sector, it 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 we can help you, please contact Michelle on

**+44 (0)1733 391 377**  
**[michelleb@paydata.co.uk](mailto:michelleb@paydata.co.uk)**

## Member Benefits

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With Healthcare Salary Survey membership you benefit from:



### BEST MARKET PRACTICE

Determine market practice on pay and benefits for healthcare 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 Healthcare HR Workshops.



### 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 13,000 individuals, employed across the UK, the survey includes more than 50 clinical and non-clinical industry roles.

### JOB CATEGORIES COVERED



- Allied Health Professionals
- Business Operations
- Catering and Housekeeping
- Clinical support
- Additional Clinical Services
- Diagnostic and Imaging
- Estates services
- Health records and patient admin
- Nursing
- Pharmacy
- Theatres and critical care

### GEOGRAPHICAL REGIONS COVERED



- National
- Greater London
- Midlands
- North
- Scotland
- South East
- South West & Wales

### INFORMATION COLLECTED INCLUDES



- Base salary
- Bonuses
- Holiday entitlement
- Pension scheme
- Private medical
- Company car provision
- Life assurance
- Family policies
- Sick pay

## Data Collection

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

Participants can either upload their data via our pay portal or provide a payroll or HR download, along with any relevant structure/organisation charts.

## Your Survey Report

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

### PAY REPORTS

Participants download their pay report via our pay portal. Easy to interpret, the survey report enables employers 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 via the pay portal at any time during the year. For example, organisations with January pay reviews often require an updated report in September to help inform their decisions.

## Example Report

### PAY MARKET REPORTS



Pay data broken down by region

Easily compare your data to the market, with both fixed and total cash included

Example Survey Pay Report

Survey Job Matching			The Market																
Survey Job Function	Region	Survey Job Title	Paydata Level	Fixed Cash						Total Cash						Contractual Hours			
				10th percentile	LQ	Median	Mean	UQ	90th percentile	10th percentile	LQ	Median	Mean	UQ	90th percentile	LQ	Median	Mean	UQ
Survey Job Function	National	Survey job title 28	12	£60,200	£65,000	£72,120	£73,858	£81,661	£87,373	£61,973	£66,723	£75,083	£76,610	£84,500	£90,000	37.5	37.5	40.88	42.5
Survey Job Function	National	Survey job title 29	11	£49,030	£54,462	£60,965	£61,754	£69,000	£75,285	£50,000	£55,402	£62,630	£63,589	£70,482	£79,272	37.5	39	39.52	42.5
Survey Job Function	National	Survey job title 30	10	£35,000	£38,500	£43,281	£44,102	£49,177	£54,400	£35,475	£39,000	£44,175	£45,227	£50,450	£56,225	37.5	37.5	39.32	42.5
Survey Job Function	National	Survey job title 31	7	£24,500	£27,700	£30,500	£30,912	£34,149	£37,504	£24,500	£27,925	£31,000	£31,388	£35,000	£38,500	37.5	39	39.66	42.5
Survey Job Function	National	Survey job title 32	13	£90,684	£96,900	£105,275	£111,076	£124,968	£138,046	£93,396	£97,088	£106,716	£115,543	£139,972	£147,676	37.5	37.5	37.99	37.5
Survey Job Function	National	Survey job title 33	12	£69,269	£75,375	£80,646	£81,204	£86,825	£95,000	£70,813	£77,816	£84,355	£85,687	£92,340	£101,577	37.5	37.5	37.5	37.5
Survey Job Function	National	Survey job title 34	11	£52,250	£59,592	£66,932	£66,598	£75,000	£80,000	£53,618	£60,329	£67,980	£68,115	£76,632	£81,768	37.5	37.5	37.65	37.5
Survey Job Function	National	Survey job title 35	10	£35,060	£39,525	£44,500	£45,553	£52,500	£56,708	£35,060	£40,000	£44,988	£46,265	£53,070	£57,702	37.5	37.5	38.32	40
Survey Job Function	National	Survey job title 36	10	£44,000	£47,093	£52,500	£53,355	£58,810	£65,460	£44,145	£47,380	£52,788	£54,127	£60,055	£67,233	37.5	40	40.6	42.5

## ADDITIONAL REPORTING OPTIONS

Additional reporting options are also available\* to suit differing needs:

### 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

## Fees

### ANNUAL SUBSCRIPTION

#### Salary Survey membership

£995 +VAT for a 12 month subscription to the survey.

### EXISTING SURVEY CONTRIBUTORS



Existing survey contributors include many of the major employers in the UK healthcare sector:

- Babylon Health
- Bupa
- Circle Health
- Cleveland Clinic London
- Cygnet Health Care
- Genesis Care
- HCA Healthcare
- Horder Healthcare
- Nuffield Health
- Ramsay Health Care
- Spire Healthcare

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**michelleb@paydata.co.uk**





**Paydata Ltd**

24 Commerce Road  
Lynch Wood  
Peterborough  
Cambridgeshire  
PE2 6LR

 **+44(0)1733 391 377**

 **info@paydata.co.uk**

 **www.paydata.co.uk**

