

Paydata Business Insight
Seminars and Training

Private Healthcare HR Workshop call

12th March 2026

09:30 – 11:30am



Workshop agenda

Please note, group members are asked to refrain from engaging in discussions (formal and/or informal) on any subject of a competitively sensitive nature, unless it is in the public domain. Specifically, members should not enter into discussions, which have a bearing on individual group member decisions in relation to negotiations with employees over planned/projected salaries/compensation or working conditions.

Welcome from Paydata

- Guidelines regarding discussion content.
- Introductions / updates from attendees.
- Background to the workshop.

Pay award and labour trends

- Pay – Paydata will present an analysis showing historic and current pay trends nationally (across all industries) and, subject to sample populations, across this sector.
 - Includes a comparison of inflation vs pay movements.
 - What factors are influencing 2026 pay decisions?
 - The Impact of the Real and National Living Wage.
 - Discussion – How are companies managing this? Are organisations adjusting their full salary ranges to address pay compression, updating their minimum rates, etc.
- Labour turnover – An analysis of historic / current labour turnover trends nationally and, subject to sample populations, across this sector.

Suggested discussion topics by group members:

- On-call payments.
 - How do you define, structure and calculate it?
 - Do you operate multiple ways of paying it?
- Management bonus.
 - Eligibility – Which role levels are typically eligible?
 - What is the maximum bonus percentage provided?
- Overtime.
 - Eligibility – Which role levels are typically eligible?
 - What is the overtime amount?

Open forum

An opportunity for attendees to discuss other HR issues and gather information.

Next workshop

Agree the timing and content of the next Workshop.

Meeting closes