

**FIRST PRACTICE MANAGEMENT
STAFF SALARY INDEX 2013**

	FPM Grade Range				High	Sample Size
	Low	Minimum	Average	Maximum		
Salaried GP	£27.86	£27.86	£44.17	£65.00	£100.00	22
Locum GP	£50.00	£50.00	£69.72	£90.00	£100.00	18
Healthcare Assistant	£7.41	£7.41	£9.02	£12.00	£12.00	31
Phlebotomist	£6.73	£6.73	£9.28	£9.52	£18.00	11
Practice Nurse (Junior)	£10.65	£10.65	£13.90	£15.60	£18.00	19
Practice Nurse (senior)	£14.16	£14.16	£16.47	£20.00	£20.00	27
Nurse Practitioner	£17.17	£17.17	£21.57	£28.13	£28.13	10
Nurse Prescriber	£15.00	£15.00	£18.79	£20.27	£20.27	9
Assistant Practice Manager	£8.28	£8.28	£12.06	£15.80	£15.80	14
IT Manager	£9.76	£9.76	£11.90	£13.60	£13.60	10
Finance Manager	£10.22	£10.22	£13.68	£18.50	£18.50	4
Reception Supervisor	£8.03	£8.03	£9.49	£11.50	£11.50	22
Receptionist (junior / part trained)	£6.60	£6.60	£7.65	£9.17	£9.17	26
Receptionist (senior / fully trained)	£6.87	£6.87	£8.08	£9.10	£9.10	37
Secretary	£6.90	£6.90	£9.32	£11.70	£15.00	27
Administrator	£6.90	£6.90	£8.62	£10.35	£16.09	26
Summariser	£6.90	£6.90	£9.20	£10.50	£17.70	24
Dispenser	£8.36	£8.36	£9.72	£11.85	£11.85	10
Cleaner	£6.00	£6.31	£6.89	£9.19	£9.19	14

Low = lowest hourly rate in responses

Min = FPM calculated lowest rate to exclude extraordinary low values

Average = average of all responses

Max = FPM calculated maximum rate to exclude extraordinary high values

High = highest hourly rate in responses

Sample size - the number of practices reporting hourly rates in that job type

Note: where a value in the FPM Grade Range is below the national minimum wage then the FPM grade range shows the statutory minimum