

STAFF SALARY SURVEY 2011



To celebrate another successful year in partnership with First Practice Management, our selected insurance partner **Towergate MIA** are proud sponsors of the
2011 FPM Staff Salary Survey.

Towergate MIA, one of the leading insurance specialists for medical, dental and caring professionals, continue to work with FPM to provide FPM members with high quality service and special member benefits for surgery, locum, home and travel insurance.

If you would like help with a quotation, more information or expert advice about the range of services they offer call **Towergate MIA** direct on 0800 013 7777.

Alternatively email info@towergate.co.uk, or visit their website at www.towergatemia.co.uk
The advisors at Towergate MIA will be very happy to help you.

The Survey results and section graphs are below.

Notes:

The tables assume:

38 hours Full Time Equivalent (FTE) working with 52 weeks per year for annualised salary. GP session length 3.5 hours.

Low = lowest pay level in the responses, High = Highest pay level in the responses.

The FPM Grade Range is the FPM recommended range of pay, based on "market rates" with exceptional High and Low reported levels excluded (see graphs with red delimiters).

The x axis indicates the number of responding practices in that graph

The y axis indicates hourly pay rate

FIRST PRACTICE MANAGEMENT

STAFF SALARY INDEX 2011

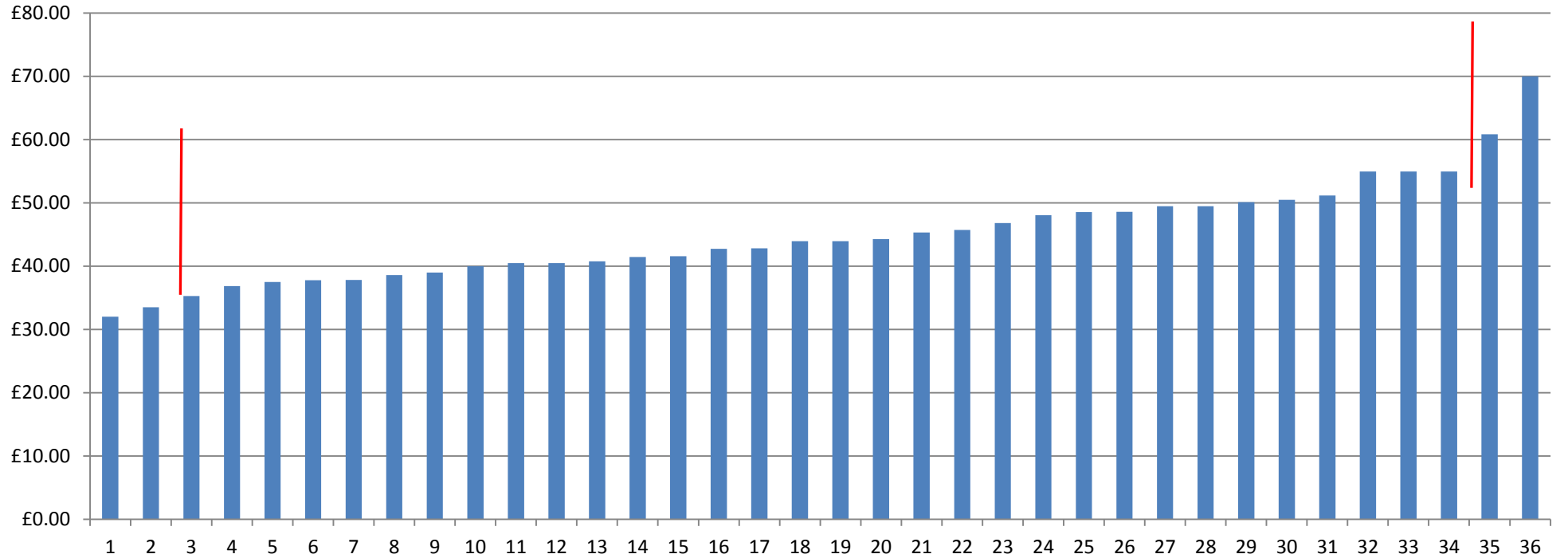
	FPM Grade Range			High	Sample Size	
	Low	Minimum	Average			Maximum
Salaried GP	£32.00	£35.00	£45.00	£55.00	£70.00	36
Healthcare Assistant	£7.16	£7.75	£8.78	£10.50	£10.56	55
Practice Nurse (junior)	£10.57	£10.50	£13.48	£15.60	£17.44	44
Practice Nurse (senior)	£12.78	£14.00	£16.43	£19.00	£18.91	66
Nurse Practitioner	£12.25	£16.00	£19.77	£25.00	£25.36	26
Assistant Practice Manager	£8.60	£8.60	£12.35	£15.50	£20.00	40
Reception Supervisor	£6.25	£7.50	£9.68	£12.20	£14.00	47
Receptionist (junior / part trained)	£6.00	£6.10	£7.21	£8.65	£8.65	55
Receptionist (senior / fully trained)	£6.15	£6.60	£8.09	£9.50	£11.92	69
Secretary	£6.66	£6.90	£9.36	£10.30	£12.66	61
Administrator	£6.66	£6.70	£8.83	£11.65	£14.33	47
Summariser	£6.66	£6.70	£8.86	£10.70	£15.00	39
Dispenser	£8.15	£8.15	£9.24	£11.60	£11.62	11
IT Manager	£8.88	£8.90	£11.63	£15.15	£15.16	18
Cleaner	£6.08	£6.10	£7.20	£8.10	£9.20	21
Phlebotomist	£7.12	£7.15	£8.46	£10.50	£10.56	30

FIRST PRACTICE MANAGEMENT

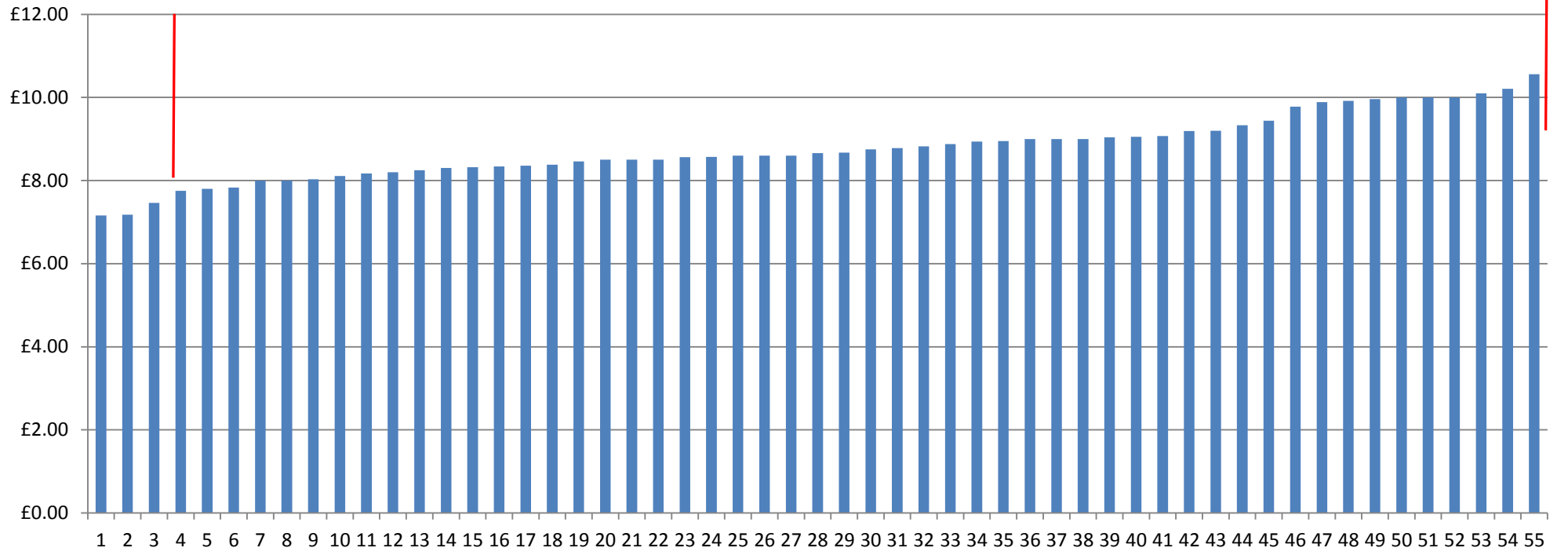
Annualised

	FPM Grade Range				
	Low	Minimum	Average	Maximum	High
Salaried GP	£63,232	£69,160	£88,920	£108,680	£138,320
Healthcare Assistant	£14,148	£15,314	£17,343	£20,748	£20,867
Practice Nurse (junior)	£20,886	£20,748	£26,634	£30,826	£34,461
Practice Nurse (senior)	£25,253	£27,664	£32,464	£37,544	£37,366
Nurse Practitioner	£24,206	£31,616	£39,074	£49,400	£50,111
Assistant Practice Manager	£16,994	£16,994	£24,400	£30,628	£39,520
Reception Supervisor	£12,350	£14,820	£19,129	£24,107	£27,664
Receptionist (junior / part trained)	£11,856	£12,054	£14,247	£17,092	£17,092
Receptionist (senior / fully trained)	£12,152	£13,042	£15,986	£18,772	£23,554
Secretary	£13,160	£13,634	£18,489	£20,353	£25,016
Administrator	£13,160	£13,239	£17,446	£23,020	£28,316
Summariser	£13,160	£13,239	£17,509	£21,143	£29,640
Dispenser	£16,104	£16,104	£18,260	£22,922	£22,961
IT Manager	£17,547	£17,586	£22,980	£29,936	£29,956
Cleaner	£12,014	£12,054	£14,232	£16,006	£18,179
Phlebotomist	£14,069	£14,128	£16,726	£20,748	£20,867

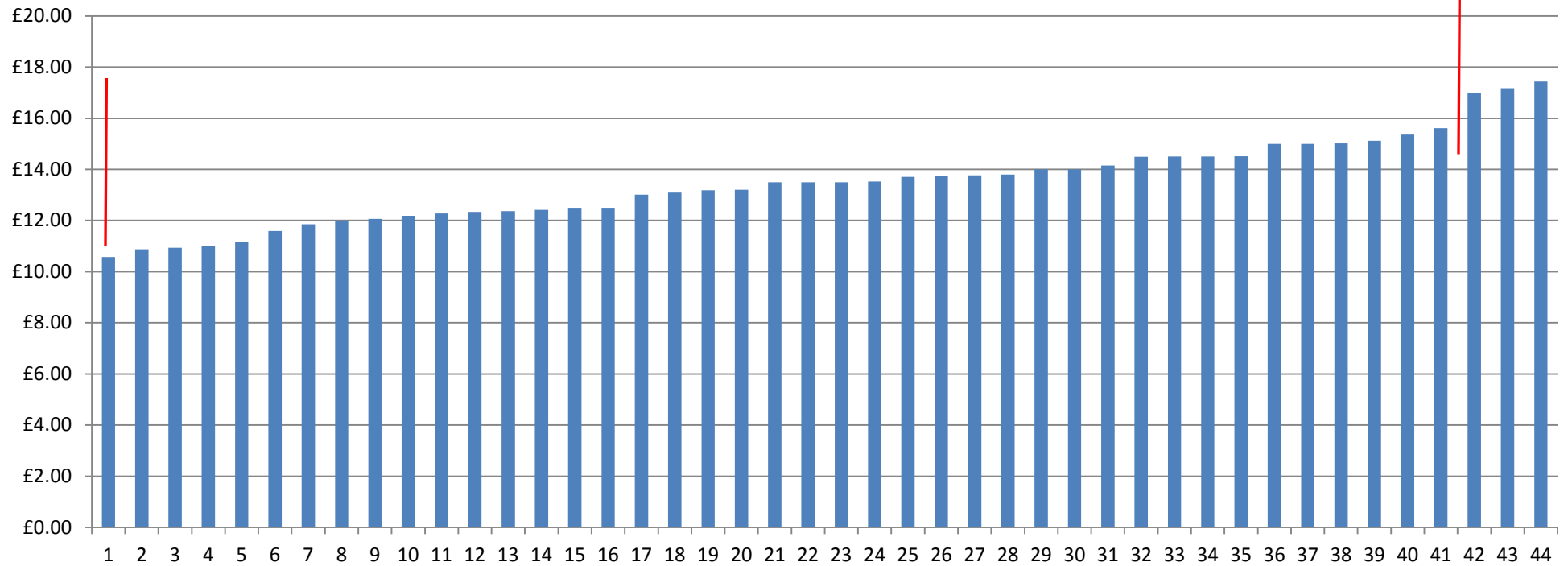
Salaried GP



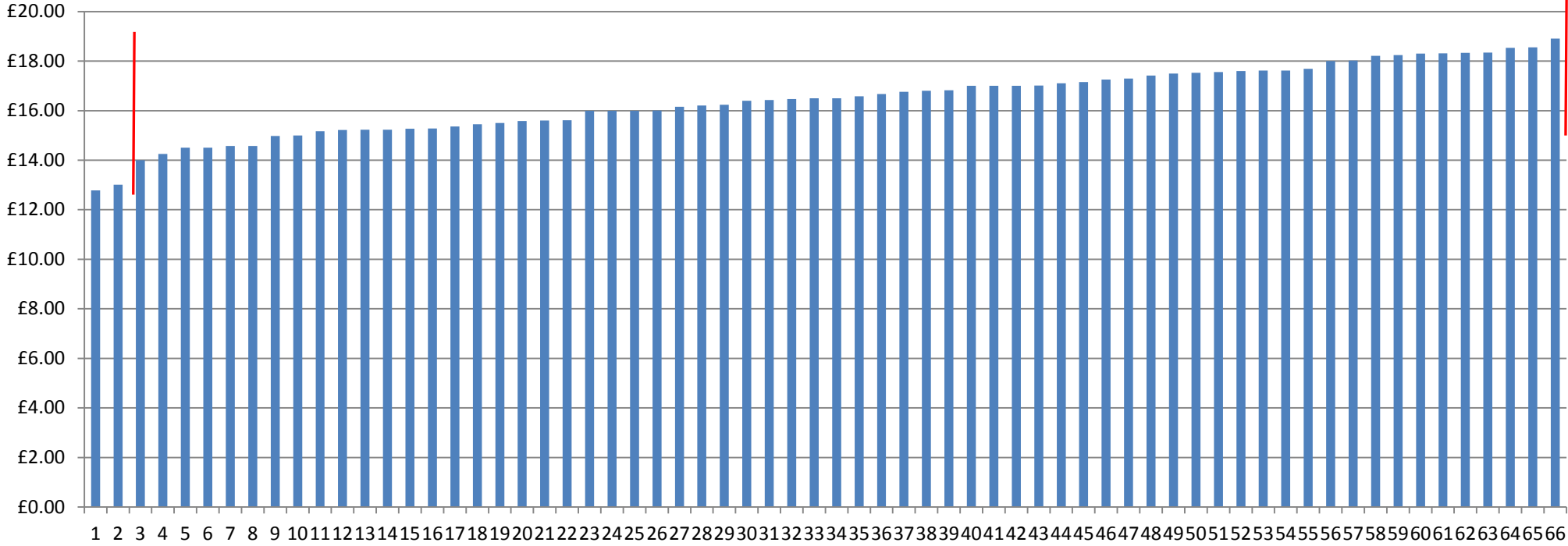
HCA



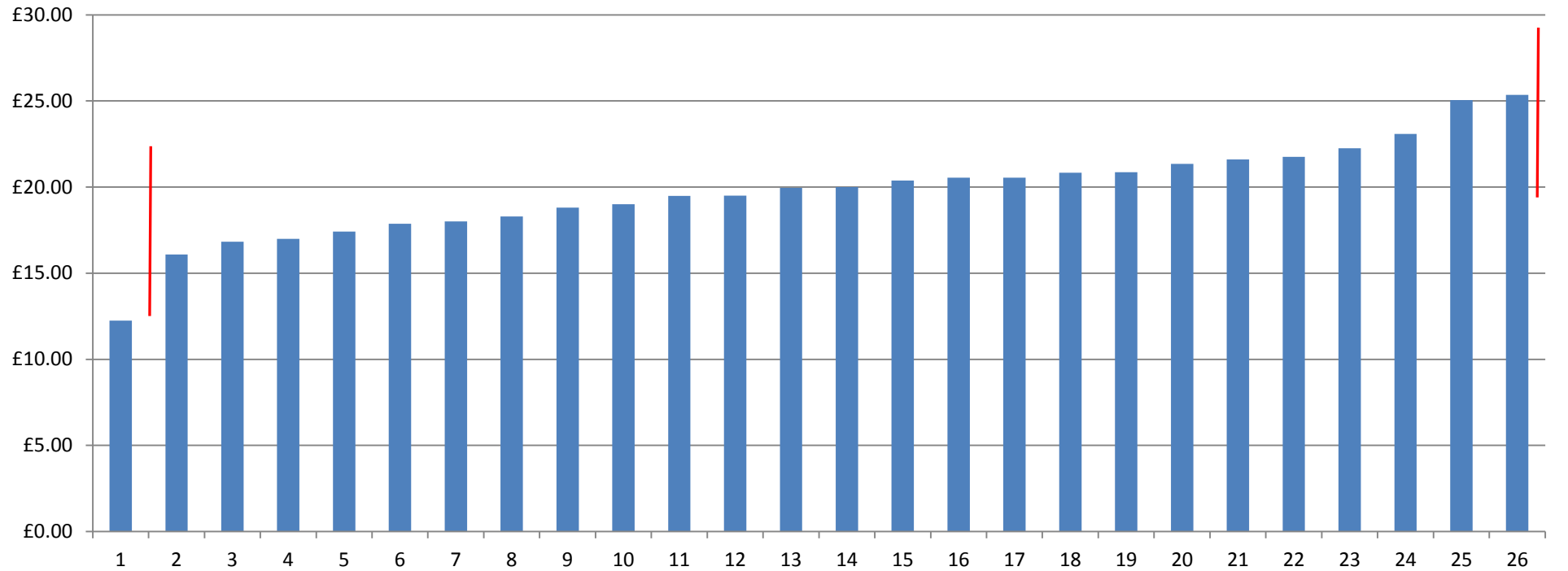
Practice Nurse Junior



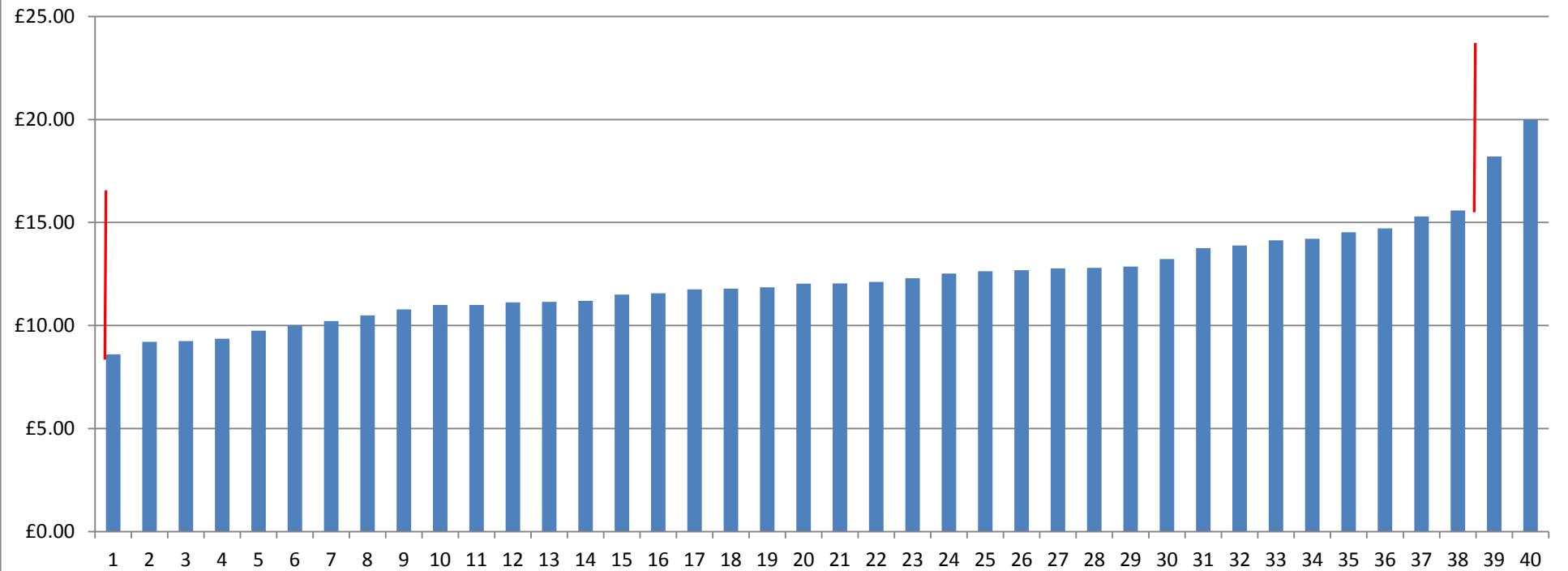
Practice Nurse Senior



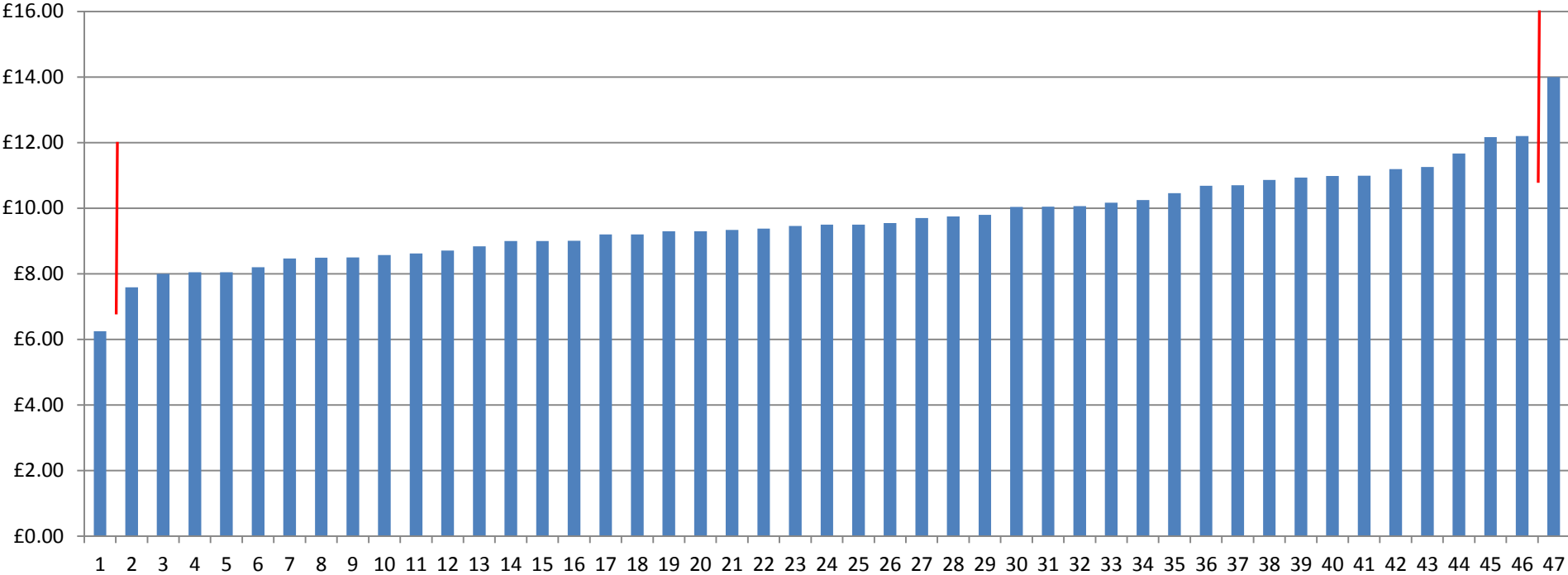
Nurse Practitioner



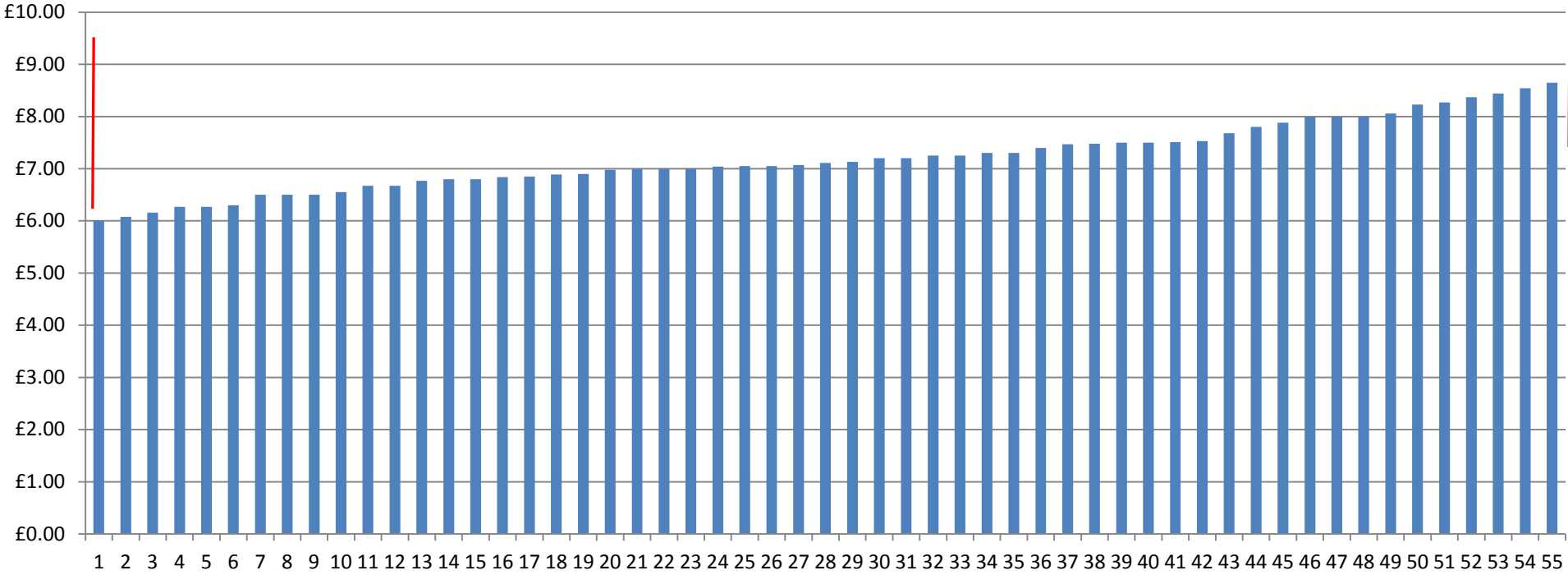
Ast. Manager



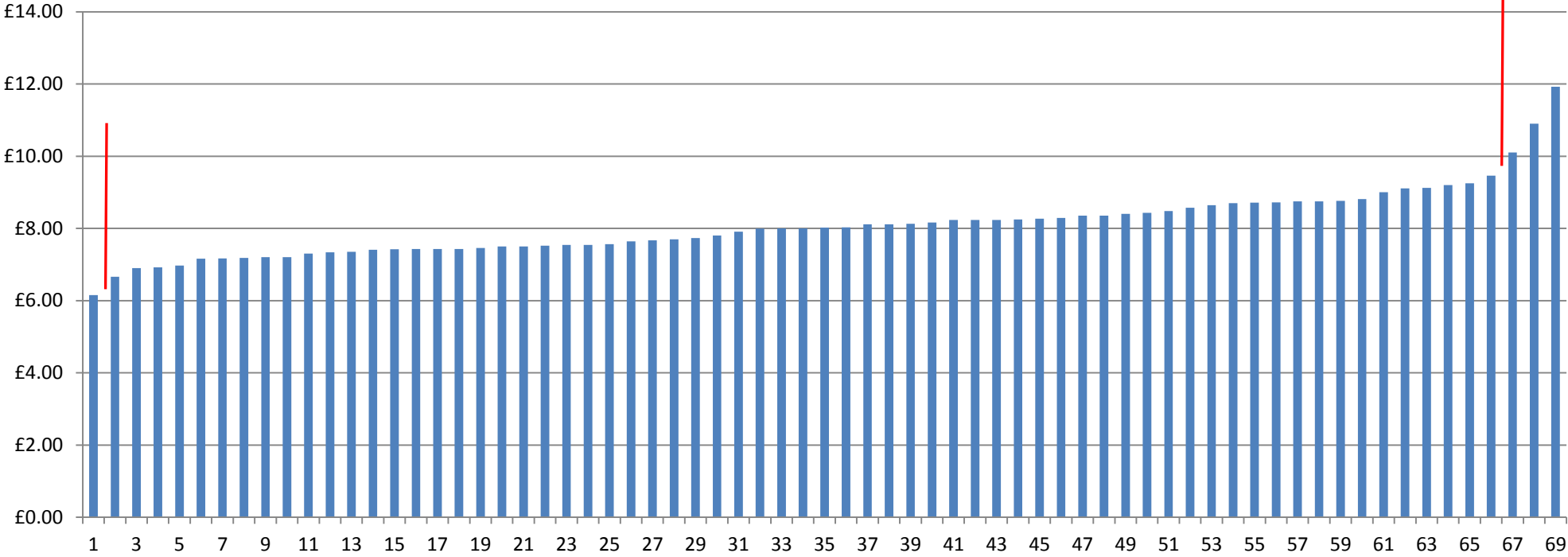
Reception Supervisor



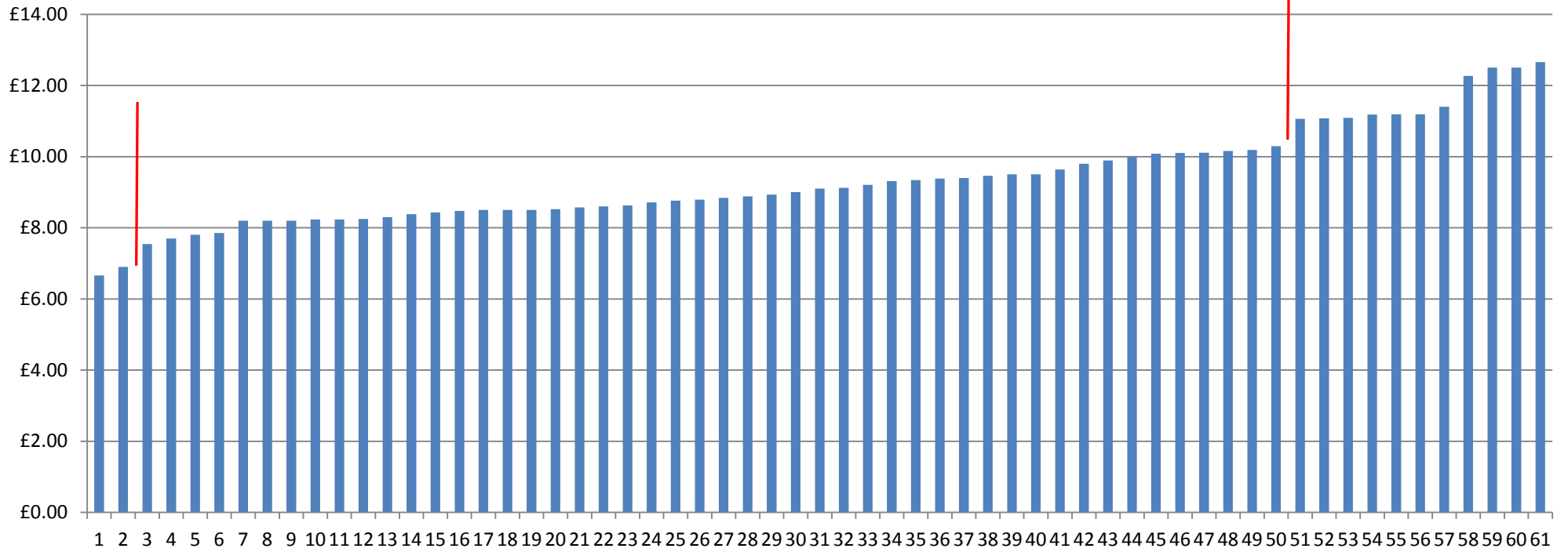
Receptionist Junior



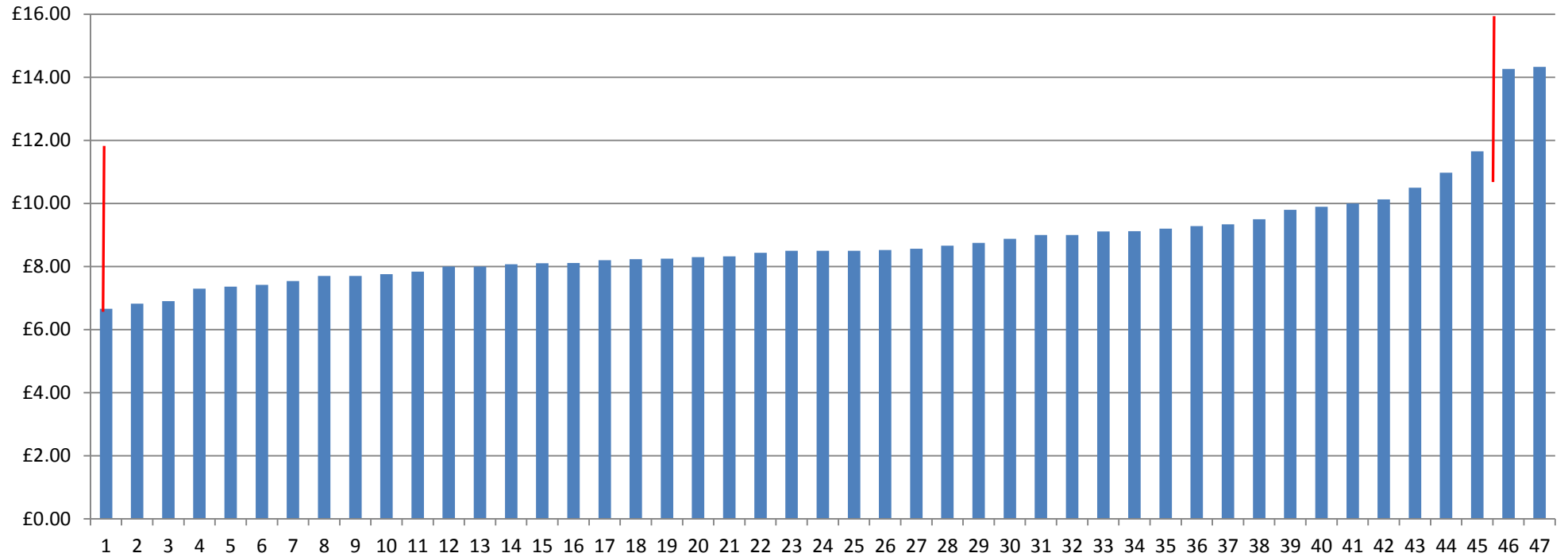
Receptionist Senior



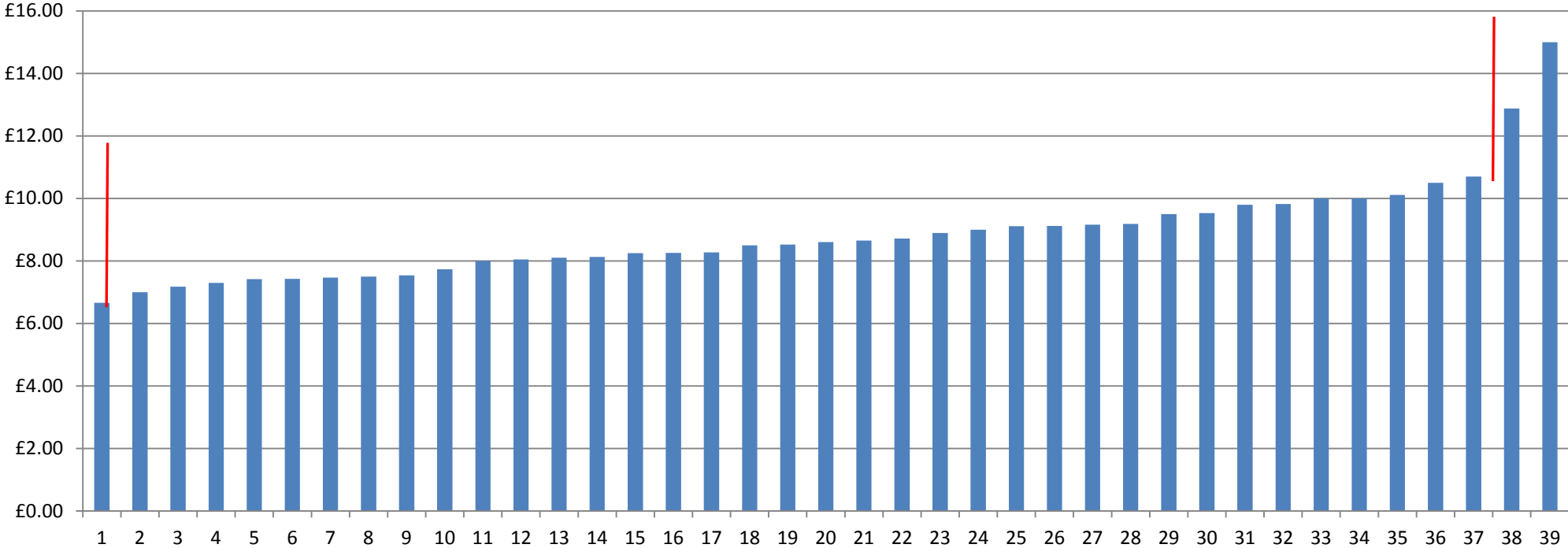
Secretary



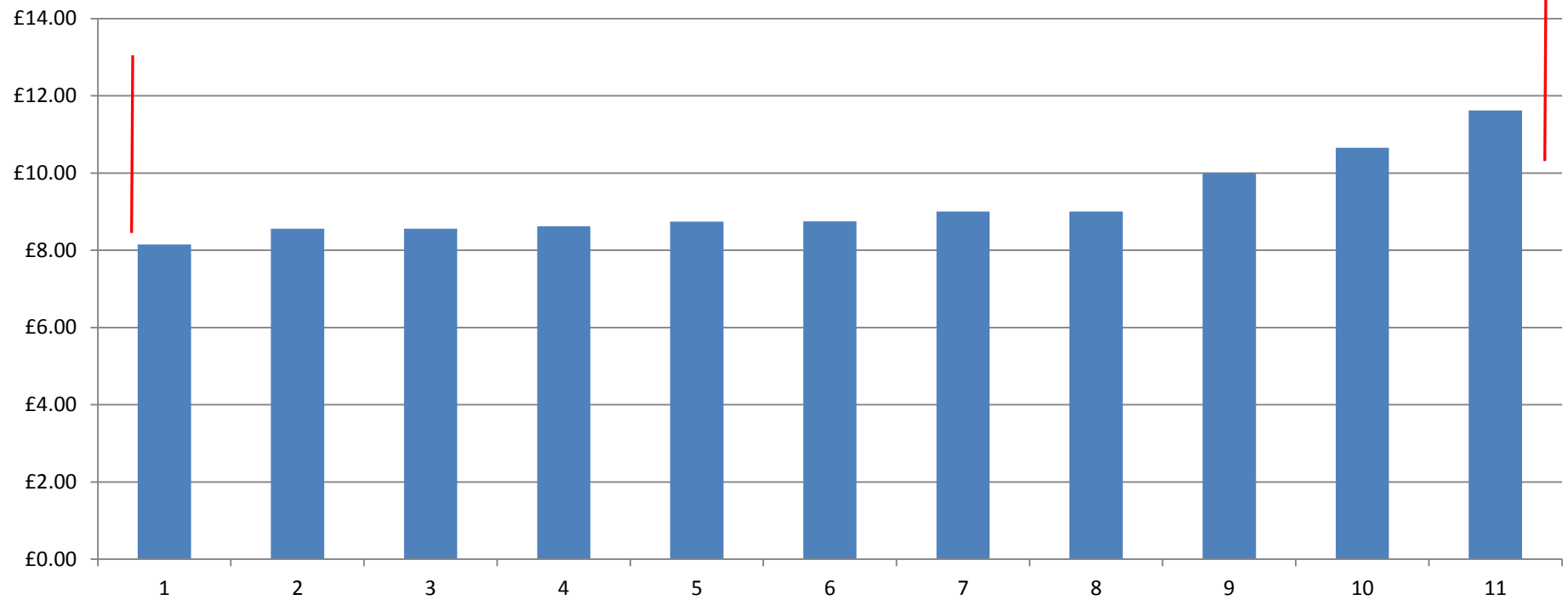
Administrator



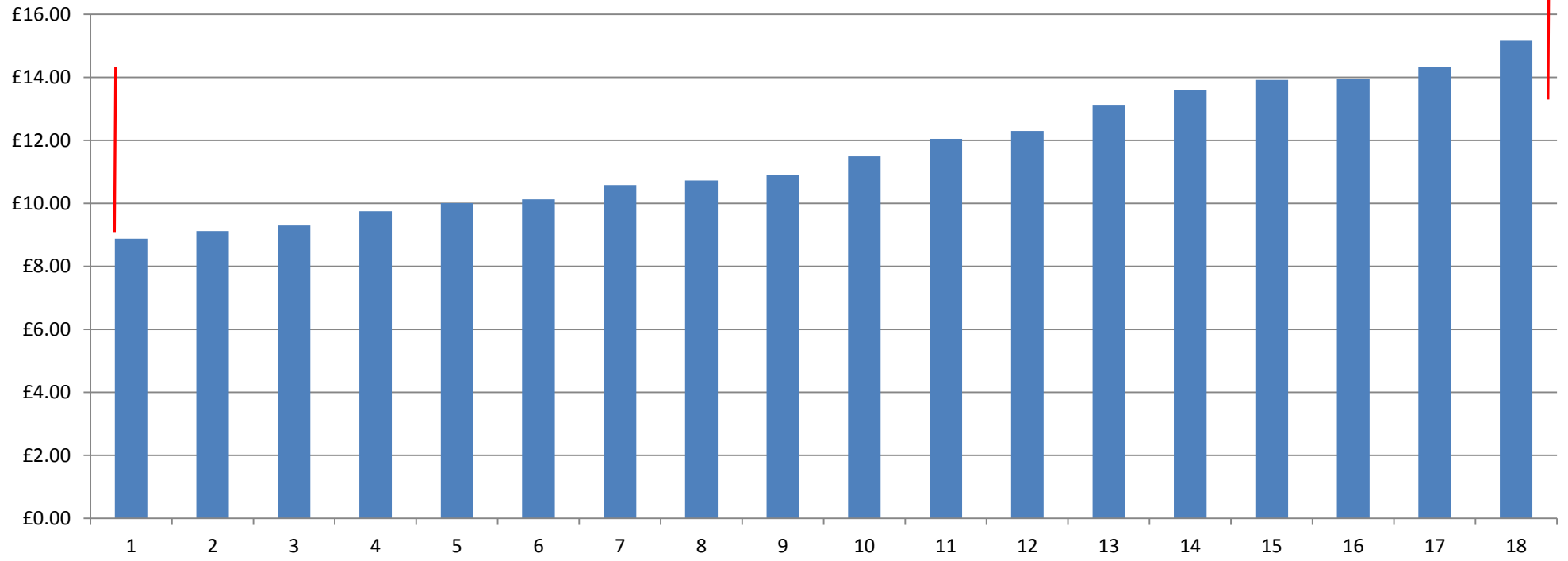
Summariser



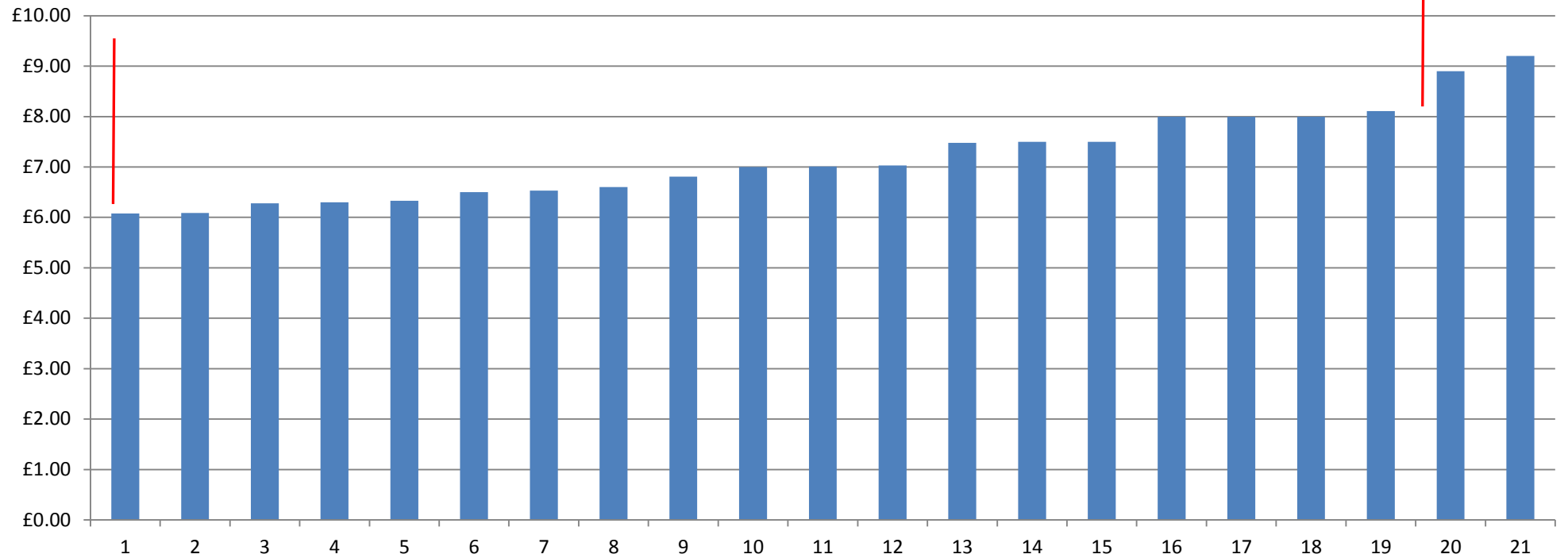
Dispenser



IT Manager



Cleaner



Phlebotomist

