

## Staff Salary Survey table 2015/16

| Position                   | Min P/H | Max P/H | Average P/H |
|----------------------------|---------|---------|-------------|
| Salaried GP                | £34.87  | £80.00  | £45.91      |
| Locum GP                   | £40.00  | £100.00 | £76.97      |
| Healthcare Assistant       | £7.25   | £14.00  | £9.52       |
| Phlebotomist               | £7.50   | £11.00  | £8.72       |
| Practice Nurse (Jr)        | £10.66  | £22.22  | £14.66      |
| Practice Nurse (Sr)        | £14.89  | £22.14  | £17.32      |
| Nurse Practitioner         | £16.52  | £28.70  | £21.45      |
| Nurse Prescriber           | £15.30  | £36.00  | £20.09      |
| Assistant Practice Manager | £10.20  | £16.50  | £12.85      |
| IT Manager                 | £8.24   | £15.00  | £12.00      |
| Finance Manager            | £9.50   | £23.00  | £14.08      |
| Reception Supervisor       | £7.96   | £13.45  | £10.01      |
| Receptionist (Jr)          | £6.57   | £8.77   | £7.55       |
| Receptionist (Sr)          | £7.20   | £11.45  | £8.22       |
| Secretary                  | £7.75   | £13.29  | £9.43       |
| Administrator              | £7.02   | £18.37  | £9.13       |
| Summariser                 | £7.20   | £15.49  | £9.13       |
| Dispenser                  | £8.24   | £12.09  | £9.51       |
| Cleaner (Employed)         | £6.70   | £10.30  | £7.80       |

| Average Ratio Per 1000 patients | 2016 | 2015 |
|---------------------------------|------|------|
| Admin                           | 1.43 | 1.06 |
| Nursing                         | 0.61 | 0.37 |
| GP                              | 0.77 | NA   |

|                            |        |        |            | £6.70                       | £7.20                      |
|----------------------------|--------|--------|------------|-----------------------------|----------------------------|
| Role                       | 2016   | 2015   | Difference | National Minimum Wage (21+) | National Living Wage (25+) |
| Salaried GP                | £45.91 | £54.01 | -£8.10     | £39.21                      | £38.71                     |
| Locum GP                   | £76.97 | £68.43 | £8.54      | £70.27                      | £69.77                     |
| Healthcare Assistant       | £9.52  | £9.22  | £0.30      | £2.82                       | £2.32                      |
| Phlebotomist               | £8.72  | £8.56  | £0.16      | £2.02                       | £1.52                      |
| Practice Nurse (Jr)        | £14.66 | £15.03 | -£0.37     | £7.96                       | £7.46                      |
| Practice Nurse (Sr)        | £17.32 | £16.63 | £0.69      | £10.62                      | £10.12                     |
| Nurse Practitioner         | £21.45 | £20.11 | £1.34      | £14.75                      | £14.25                     |
| Nurse Prescriber           | £20.09 | £18.03 | £2.06      | £13.39                      | £12.89                     |
| Assistant Practice Manager | £12.85 | £12.78 | £0.07      | £6.15                       | £5.65                      |
| IT Manager                 | £12.00 | £12.01 | -£0.01     | £5.30                       | £4.80                      |
| Finance Manager            | £14.08 | £22.56 | -£8.48     | £7.38                       | £6.88                      |
| Reception Supervisor       | £10.01 | £9.99  | £0.02      | £3.31                       | £2.81                      |
| Receptionist (Jr)          | £7.55  | £7.65  | -£0.10     | £0.85                       | £0.35                      |
| Receptionist (Sr)          | £8.22  | £8.08  | £0.14      | £1.52                       | £1.02                      |
| Secretary                  | £9.43  | £9.51  | -£0.08     | £2.73                       | £2.23                      |
| Administrator              | £9.13  | £8.74  | £0.39      | £2.43                       | £1.93                      |
| Summariser                 | £9.13  | £8.75  | £0.38      | £2.43                       | £1.93                      |
| Dispenser                  | £9.51  | £14.60 | -£5.09     | £2.81                       | £2.31                      |
| Cleaner (Employed)         | £7.80  | £7.24  | £0.56      | £1.10                       | £0.60                      |