

Staff Salary Survey Table 2016/2017

	Job Title	Lowest	Highest	Average	2017 Sample
1	Salaried GP	£18.65	£182.19	£50.94	93
2	Locum GP	£39.69	£250.00	£77.11	110
3	Healthcare Assistant	£7.76	£15.00	£9.68	137
4	Phlebotomist	£7.00	£10.56	£8.70	85
5	Practice Nurse (Junior)	£10.50	£22.00	£14.78	111
6	Practice Nurse (Senior)	£14.15	£25.50	£17.77	147
7	Nurse Practitioner	£17.20	£45.00	£23.05	94
8	IT Manager	£5.00	£20.00	£12.04	45
9	Finance Manager	£9.61	£29.48	£16.79	38
10	Reception Supervisor	£7.50	£14.79	£10.33	121
11	Receptionist (Junior / Part-trained)	£6.50	£9.45	£7.77	124
12	Receptionist (Senior / Fully-trained)	£7.20	£11.86	£8.51	149
13	Secretary	£7.50	£16.50	£9.72	127
14	Administrator	£7.20	£13.00	£9.07	116
15	Summariser	£6.77	£16.24	£9.33	102
16	Dispenser	£8.00	£11.00	£9.12	36

Average Ratio per 1,000 Patients	2017	2016	2015
Admin	1.28	1.43	1.06
Nursing	0.583	0.61	0.37
GP	1.03	0.77	N/A

Lowest Salary comparison (hourly rate) 2017 to 2016 and Living Wage*

	Job Title	Lowest (2017)	Lowest (2016)	Difference (17 – 16)	Living Wage (£7.50)	Approx. Annual Pay	+/- Living Wage
1	Salaried GP	£18.65	£34.87	-£16.22	£11.15	£38,792	£24,167
2	Locum GP	£39.69	£40.00	-£0.31	£32.19	£82,555	£67,930
3	Healthcare Assistant	£7.76	£7.25	£0.51	£0.26	£15,132	£507
4	Phlebotomist	£7.00	£7.50	-£0.50	-£0.50	£13,650	-£975
5	Practice Nurse (Junior)	£10.50	£10.66	-£0.16	£3.00	£20,475	£5,850
6	Practice Nurse (Senior)	£14.15	£14.89	-£0.74	£6.65	£27,593	£12,968
7	Nurse Practitioner	£17.20	£16.52	£0.68	£9.70	£33,540	£18,915
8	IT Manager	£5.00	£8.24	-£3.24	-£2.50	£9,750	-£4,875
9	Finance Manager	£9.61	£9.50	£0.11	£2.11	£18,740	£4,115
10	Reception Supervisor	£7.50	£7.96	-£0.46	£0.00	£14,625	£0
11	Receptionist (Junior / Part-trained)	£6.50	£6.57	-£0.07	-£1.00	£12,675	-£1,950
12	Receptionist (Senior / Fully-trained)	£7.20	£7.20	£0.00	-£0.30	£14,040	-£585
13	Secretary	£7.50	£7.75	-£0.25	£0.00	£14,625	£0
14	Administrator	£7.20	£7.02	£0.18	-£0.30	£14,040	-£585
15	Summariser	£6.77	£7.20	-£0.43	-£0.73	£13,202	-£1,424
16	Dispenser	£8.00	£8.24	-£0.24	£0.50	£15,600	£975

*The National Living Wage from April 1st 2017 will rise to **£7.50** for the over 25's. The Approx. Annual Pay is based on; hourly rate x hours worked (GP's at 40hrs per week, others at 37hrs) x 52 weeks.

Highest Salary comparison 2017 to 2016 and Living Wage*

	Job Title	Highest (2017)	Highest (2016)	Difference	Over Living Wage (£7.50)	Approx. Annual Pay	+/- Living Wage
1	Salaried GP	£182.19	£80.00	£102.19	£174.69	£378,955	£364,330
2	Locum GP	£250.00	£100.00	£150.00	£242.50	£520,000	£505,375
3	Healthcare Assistant	£15.00	£14.00	£1.00	£7.50	£29,250	£14,625
4	Phlebotomist	£10.56	£11.00	-£0.44	£3.06	£20,592	£5,967
5	Practice Nurse (Junior)	£22.00	£22.22	-£0.22	£14.50	£42,900	£28,275
6	Practice Nurse (Senior)	£25.50	£22.14	£3.36	£18.00	£49,725	£35,100
7	Nurse Practitioner	£45.00	£28.70	£16.30	£37.50	£87,750	£73,125
8	IT Manager	£20.00	£15.00	£5.00	£12.50	£39,000	£24,375
9	Finance Manager	£29.48	£23.00	£6.48	£21.98	£57,486	£42,861
10	Reception Supervisor	£14.79	£13.45	£1.34	£7.29	£28,841	£14,216
11	Receptionist (Junior / Part-trained)	£9.45	£8.77	£0.68	£1.95	£18,428	£3,803
12	Receptionist (Senior / Fully-trained)	£11.86	£11.45	£0.41	£4.36	£23,127	£8,502
13	Secretary	£16.50	£13.29	£3.21	£9.00	£32,175	£17,550
14	Administrator	£13.00	£18.37	-£5.37	£5.50	£25,350	£10,725
15	Summariser	£16.24	£15.49	£0.75	£8.74	£31,668	£17,043
16	Dispenser	£11.00	£12.09	-£1.09	£3.50	£21,450	£6,825

*The National Living Wage from April 1st 2017 will rise to **£7.50** for the over 25's. The Approx. Annual Pay is based on; hourly rate x hours worked (GP's at 40hrs per week, others at 37hrs) x 52 weeks.

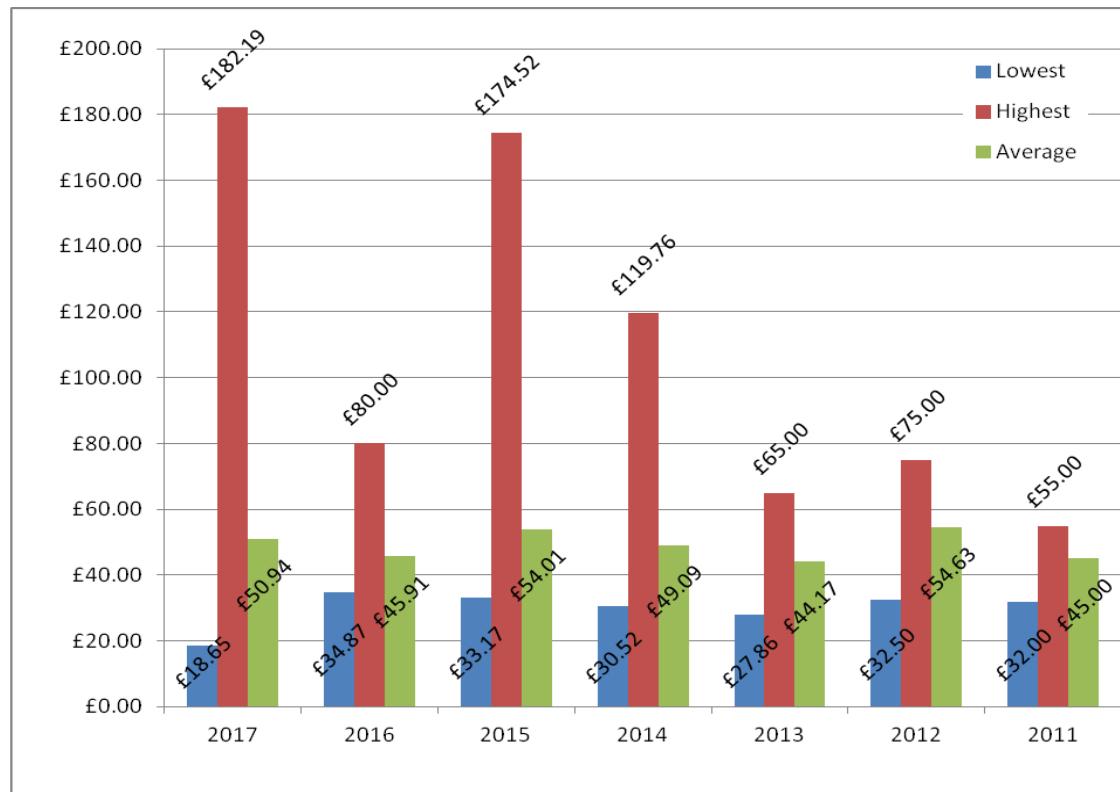
Average Salary comparison 2017 to 2016 and Living Wage*

	Job Title	Average (2017)	Average (2016)	Difference	Over Living Wage (£7.50)	Approx. Annual Pay	+/- Living Wage
1	Salaried GP	£50.94	£45.91	£5.03	£43.44	£105,947	£91,322
2	Locum GP	£77.11	£76.97	£0.14	£69.61	£160,384	£145,759
3	Healthcare Assistant	£9.68	£9.52	£0.16	£2.18	£18,868	£4,243
4	Phlebotomist	£8.70	£8.72	-£0.02	£1.20	£16,970	£2,345
5	Practice Nurse (Junior)	£14.78	£14.66	£0.12	£7.28	£28,828	£14,203
6	Practice Nurse (Senior)	£17.77	£17.32	£0.45	£10.27	£34,643	£20,018
7	Nurse Practitioner	£23.05	£21.45	£1.60	£15.55	£44,941	£30,316
8	IT Manager	£12.04	£12.00	£0.04	£4.54	£23,469	£8,844
9	Finance Manager	£16.79	£14.08	£2.71	£9.29	£32,734	£18,109
10	Reception Supervisor	£10.33	£10.01	£0.32	£2.83	£20,143	£5,518
11	Receptionist (Junior / Part-trained)	£7.77	£7.55	£0.22	£0.27	£15,146	£521
12	Receptionist (Senior / Fully-trained)	£8.51	£8.22	£0.29	£1.01	£16,587	£1,962
13	Secretary	£9.72	£9.43	£0.29	£2.22	£18,951	£4,326
14	Administrator	£9.07	£9.13	-£0.06	£1.57	£17,696	£3,071
15	Summariser	£9.33	£9.13	£0.20	£1.83	£18,199	£3,574
16	Dispenser	£9.12	£9.51	-£0.39	£1.62	£17,782	£3,157

*The National Living Wage from April 1st 2017 will rise to **£7.50** for the over 25's. The Approx. Annual Pay is based on; hourly rate x hours worked (GP's at 40hrs per week, others at 37hrs) x 52 weeks.

Salaried GP comparison over last 5 years

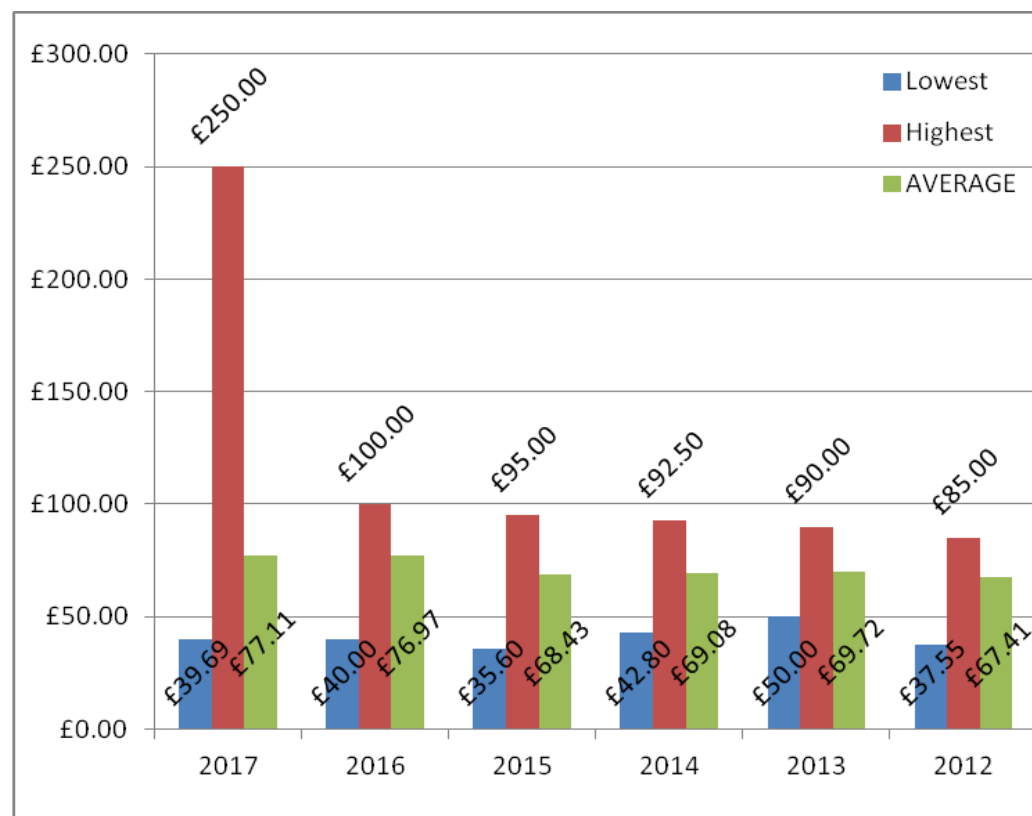
	2017	2016	2015	2014	2013	2012
Lowest	£18.65	£34.87	£33.17	£30.52	£27.86	£32.50
Highest	£182.19	£80.00	£174.52	£119.76	£65.00	£75.00
Average	£50.94	£45.91	£54.01	£49.09	£44.17	£54.63



*Please note - 2014 figures are estimates based on the trend pattern from 2011 to 2017 (No Salary Survey was carried out in 2014)

Locum GP Salary comparison over last 5 years

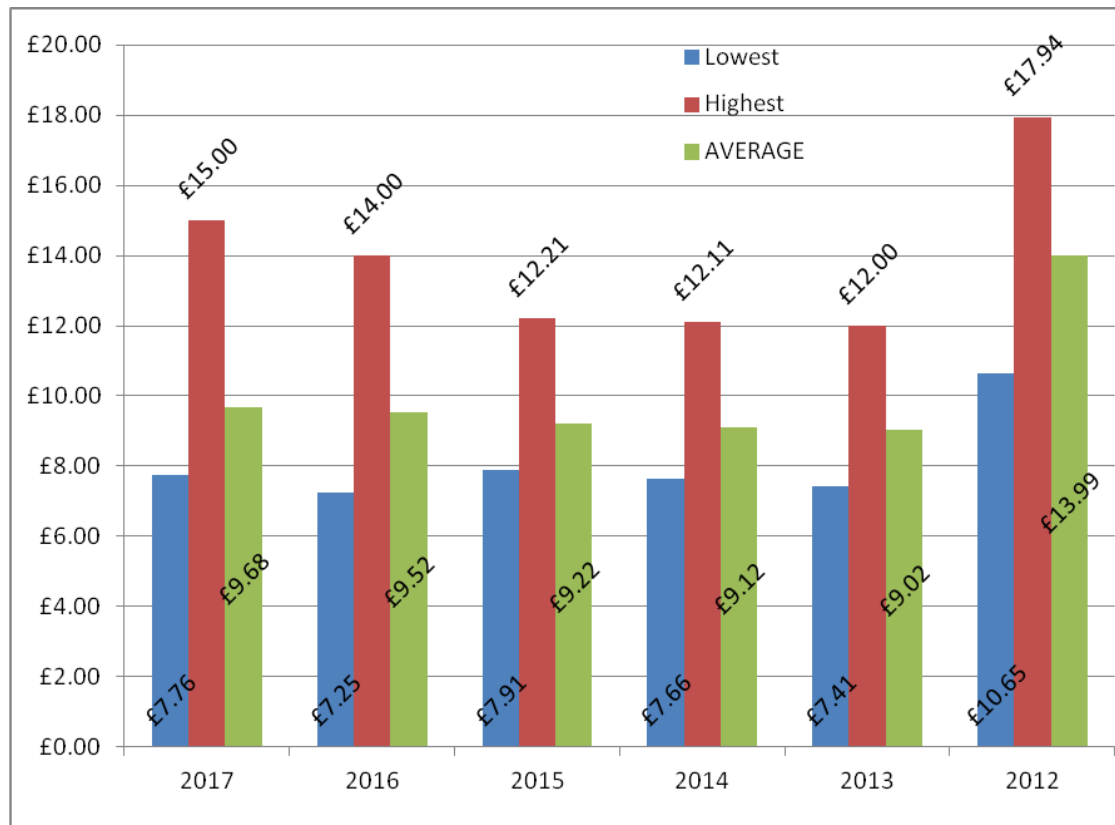
	2017	2016	2015	2014	2013	2012
Lowest	£39.69	£40.00	£35.60	£42.80	£50.00	£37.55
Highest	£250.00	£100.00	£95.00	£92.50	£90.00	£85.00
AVERAGE	£77.11	£76.97	£68.43	£69.08	£69.72	£67.41



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Healthcare Assistant Salary comparison over last 5 years

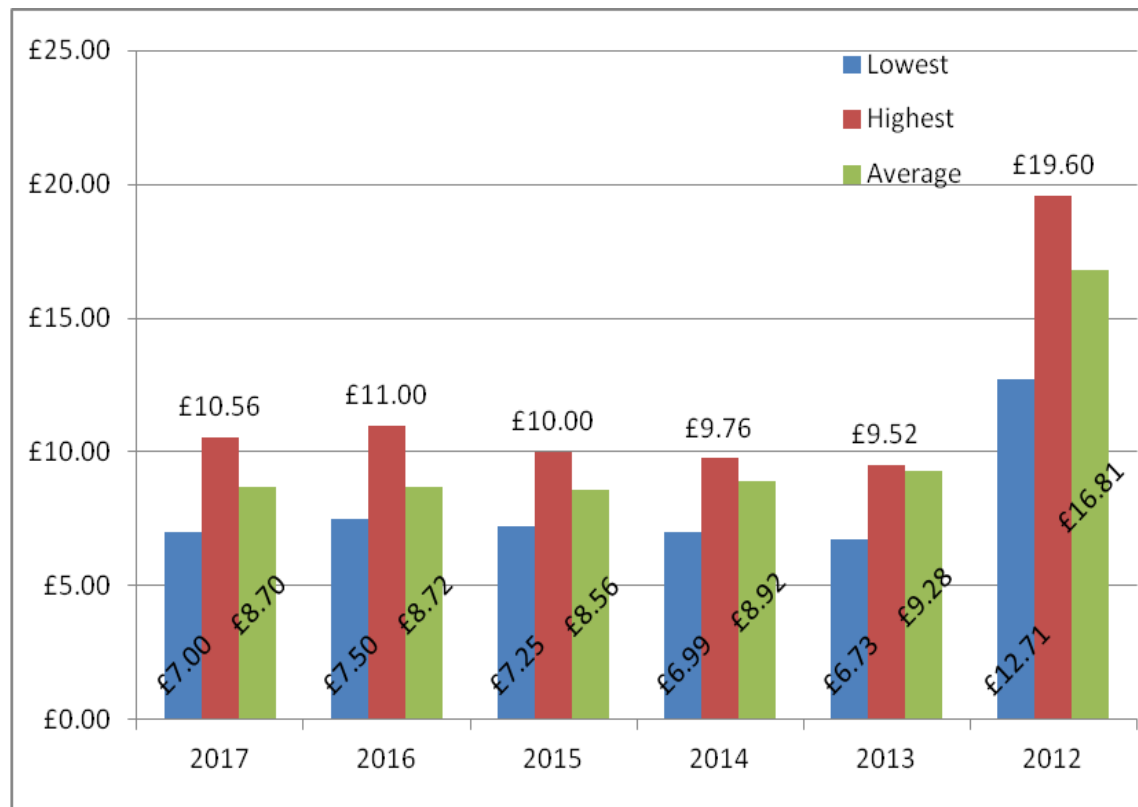
	2017	2016	2015	2014	2013	2012
Lowest	£7.76	£7.25	£7.91	£7.66	£7.41	£10.65
Highest	£15.00	£14.00	£12.21	£12.11	£12.00	£17.94
AVERAGE	£9.68	£9.52	£9.22	£9.12	£9.02	£13.99



*Please note - 2014 figures are estimates based on the trend pattern from 2011 to 2017 (No Salary Survey was carried out in 2014)

Phlebotomist Salary comparison over last 5 years

	2017	2016	2015	2014	2013	2012
Lowest	£7.00	£7.50	£7.25	£6.99	£6.73	£12.71
Highest	£10.56	£11.00	£10.00	£9.76	£9.52	£19.60
Average	£8.70	£8.72	£8.56	£8.92	£9.28	£16.81



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Practice Nurse (Junior) Salary comparison over last 5 years

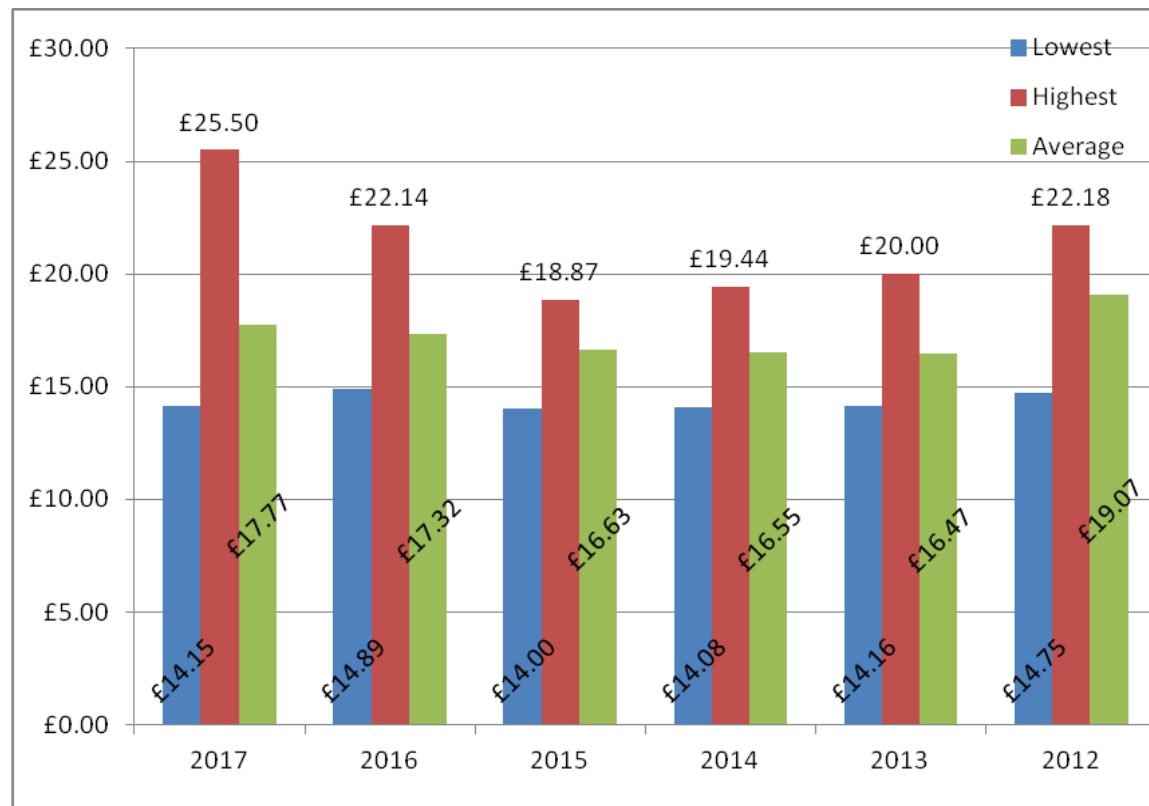
	2017	2016	2015	2014	2013	2012
Lowest	£10.50	£10.66	£12.10	£11.38	£10.65	£16.65
Highest	£22.00	£22.22	£25.00	£20.30	£15.60	£25.37
Average	£14.78	£14.66	£15.03	£14.47	£13.90	£20.34



*Please note - 2014 figures are estimates based on the trend pattern from 2011 to 2017 (No Salary Survey was carried out in 2014)

Practice Nurse (Senior) Salary comparison over last 5 years

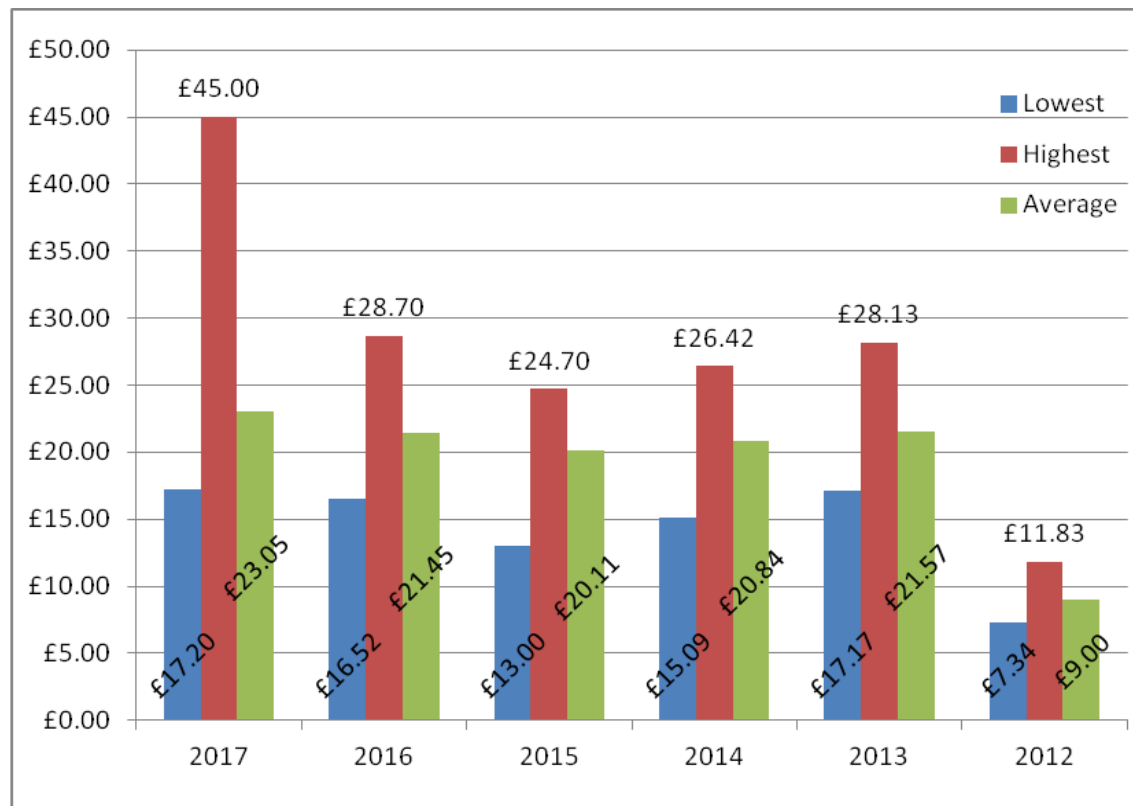
	2017	2016	2015	2014	2013	2012
Lowest	£14.15	£14.89	£14.00	£14.08	£14.16	£14.75
Highest	£25.50	£22.14	£18.87	£19.44	£20.00	£22.18
Average	£17.77	£17.32	£16.63	£16.55	£16.47	£19.07



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Nurse Practitioner Salary comparison over last 5 years

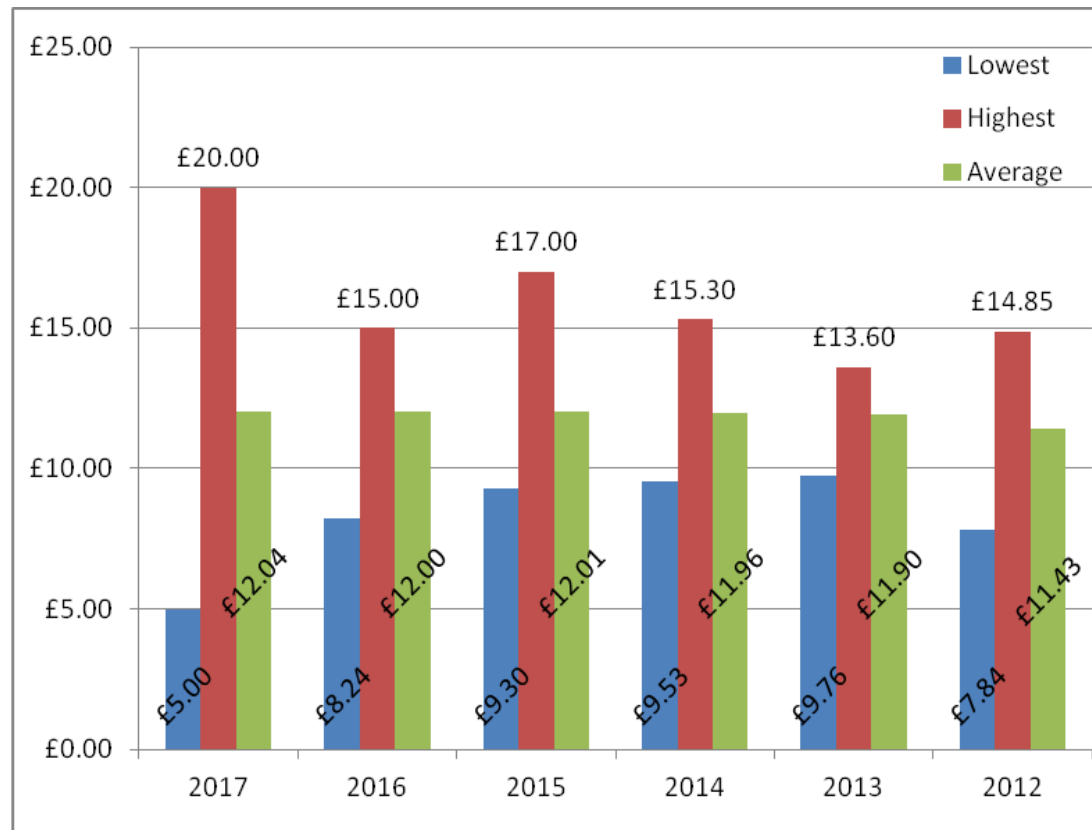
	2017	2016	2015	2014	2013	2012
Lowest	£17.20	£16.52	£13.00	£15.09	£17.17	£7.34
Highest	£45.00	£28.70	£24.70	£26.42	£28.13	£11.83
Average	£23.05	£21.45	£20.11	£20.84	£21.57	£9.00



*Please note - 2014 figures are estimates based on the trend pattern from 2011 to 2017 (No Salary Survey was carried out in 2014)

IT Manager Salary comparison over last 5 years

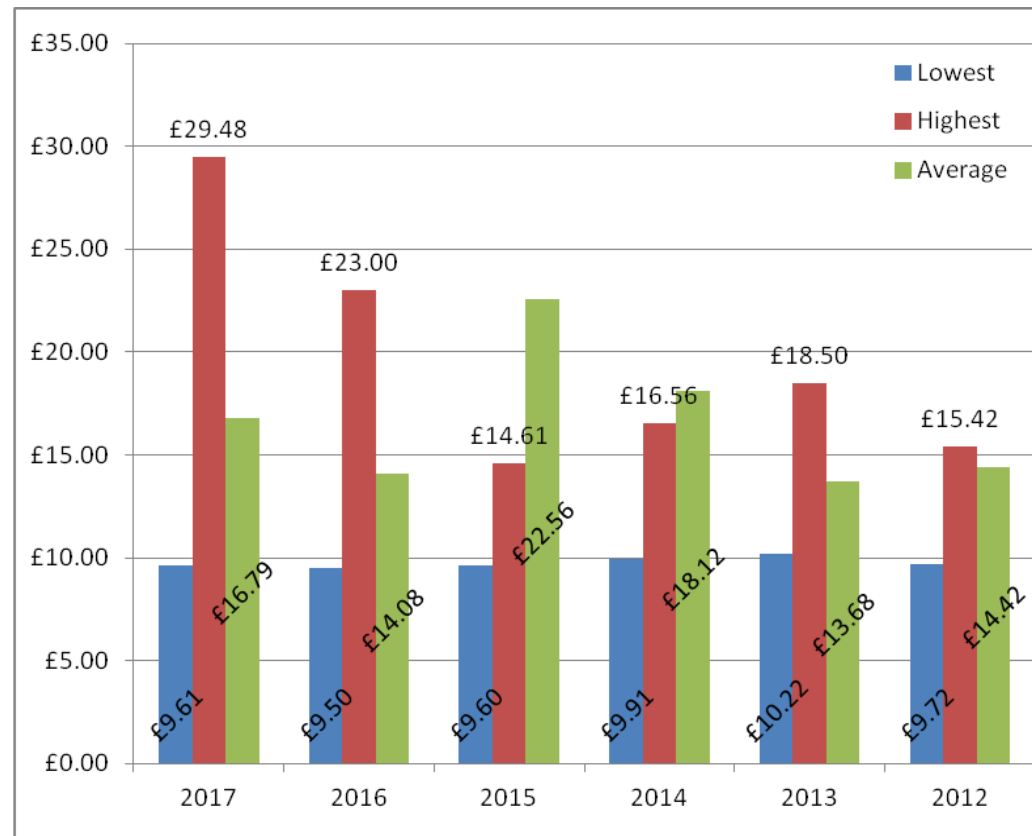
	2017	2016	2015	2014	2013	2012
Lowest	£5.00	£8.24	£9.30	£9.53	£9.76	£7.84
Highest	£20.00	£15.00	£17.00	£15.30	£13.60	£14.85
Average	£12.04	£12.00	£12.01	£11.96	£11.90	£11.43



*Please note - 2014 figures are estimates based on the trend pattern from 2011 to 2017 (No Salary Survey was carried out in 2014)

Finance Manager Salary comparison over last 5 years

	2017	2016	2015	2014	2013	2012
Lowest	£9.61	£9.50	£9.60	£9.91	£10.22	£9.72
Highest	£29.48	£23.00	£14.61	£16.56	£18.50	£15.42
Average	£16.79	£14.08	£22.56	£18.12	£13.68	£14.42



*Please note - 2014 figures are estimates based on the trend pattern from 2011 to 2017 (No Salary Survey was carried out in 2014)

Reception Supervisor Salary comparison over last 5 years

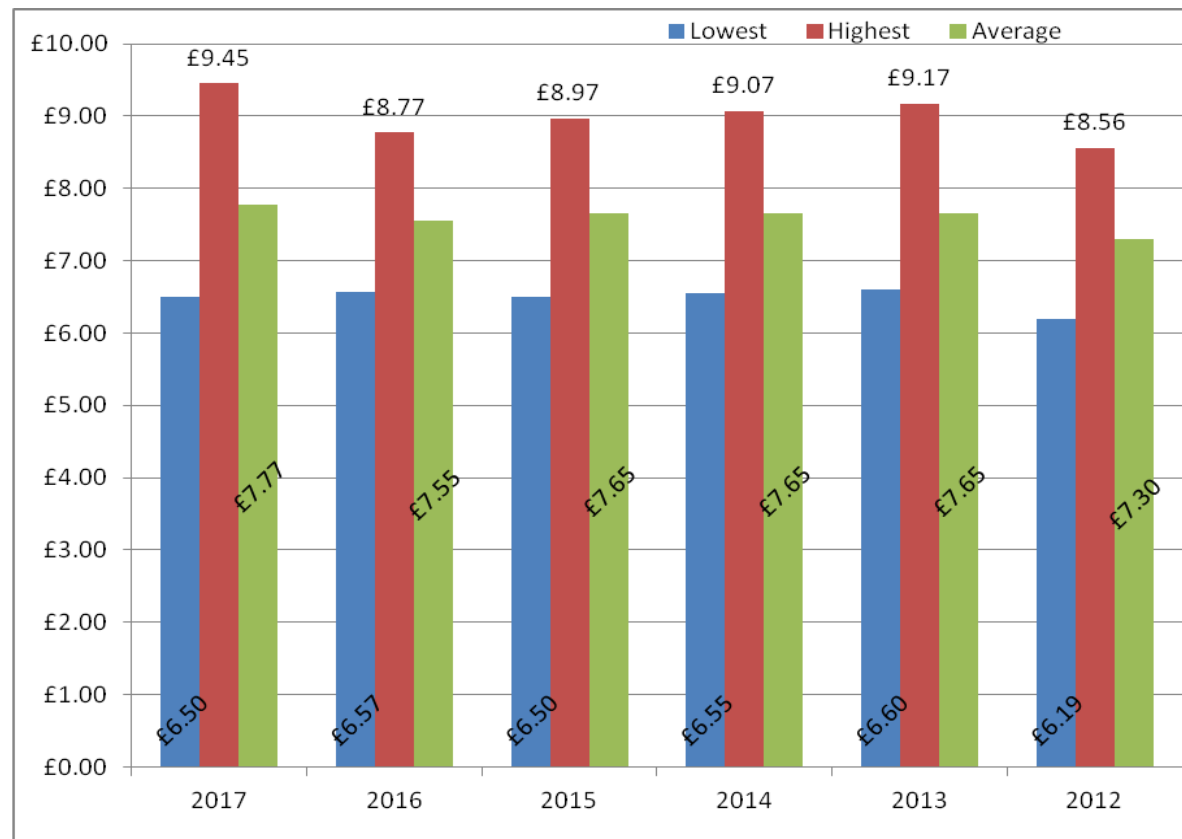
	2017	2016	2015	2014	2013	2012
Lowest	£7.50	£7.96	£8.00	£8.02	£8.03	£7.48
Highest	£14.79	£13.45	£15.00	£13.55	£11.50	£12.83
Average	£10.33	£10.01	£9.99	£9.74	£9.49	£9.81



*Please note - 2014 figures are estimates based on the trend pattern from 2011 to 2017 (No Salary Survey was carried out in 2014)

Junior Receptionist (part-trained) Salary comparison over last 5 years

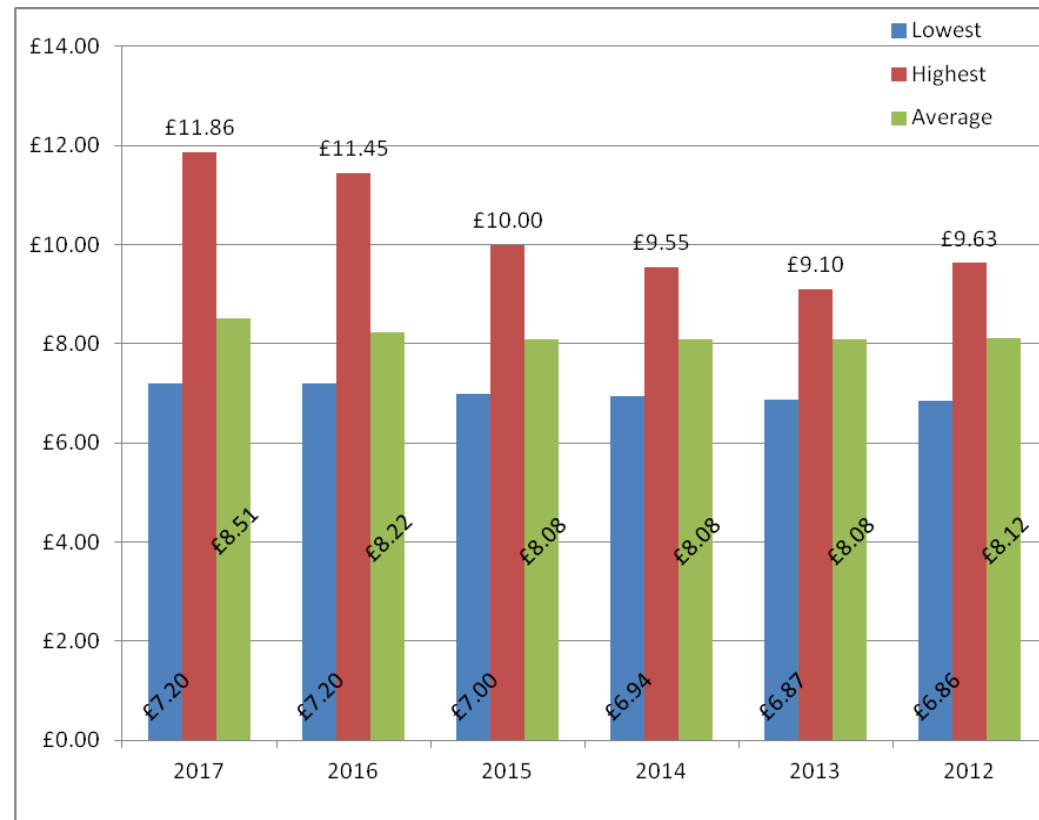
	2017	2016	2015	2014	2013	2012
Lowest	£6.50	£6.57	£6.50	£6.55	£6.60	£6.19
Highest	£9.45	£8.77	£8.97	£9.07	£9.17	£8.56
Average	£7.77	£7.55	£7.65	£7.65	£7.65	£7.30



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Receptionist (Senior/fully trained) Salary comparison over last 5 years

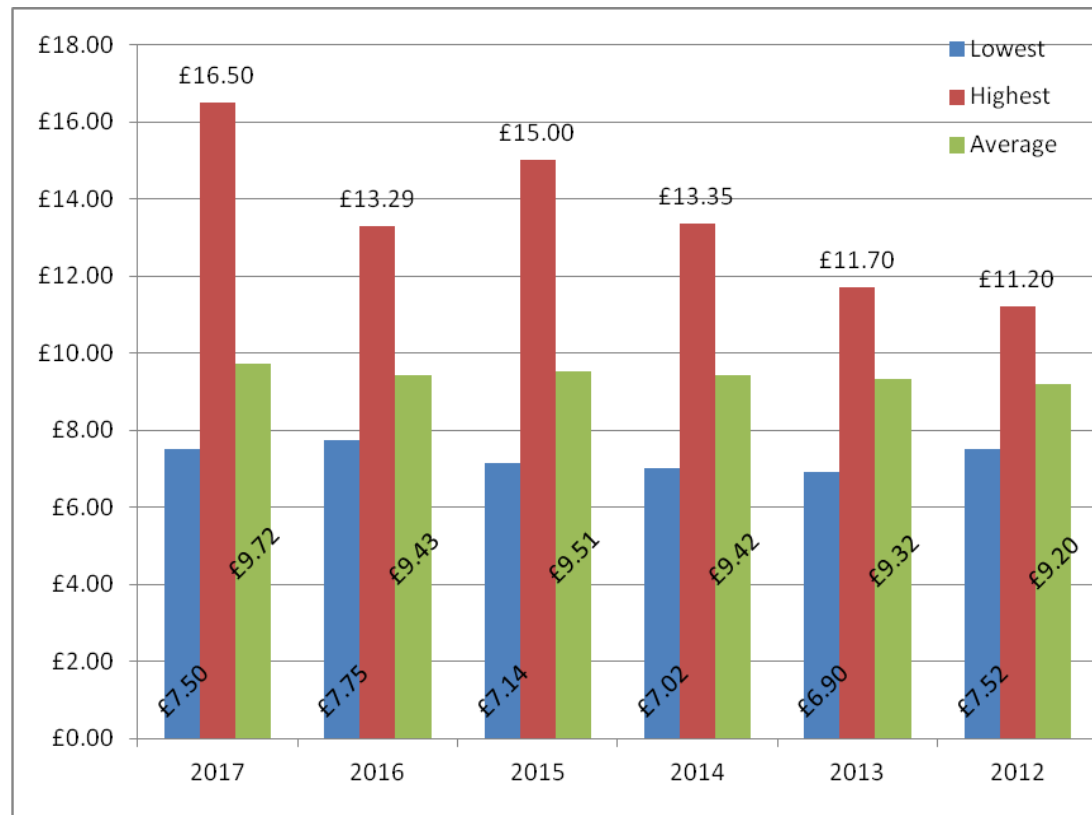
	2017	2016	2015	2014	2013	2012
Lowest	£7.20	£7.20	£7.00	£6.94	£6.87	£6.86
Highest	£11.86	£11.45	£10.00	£9.55	£9.10	£9.63
Average	£8.51	£8.22	£8.08	£8.08	£8.08	£8.12



*Please note - 2014 figures are estimates based on the trend pattern from 2011 to 2017 (No Salary Survey was carried out in 2014)

Secretary Salary comparison over last 5 years

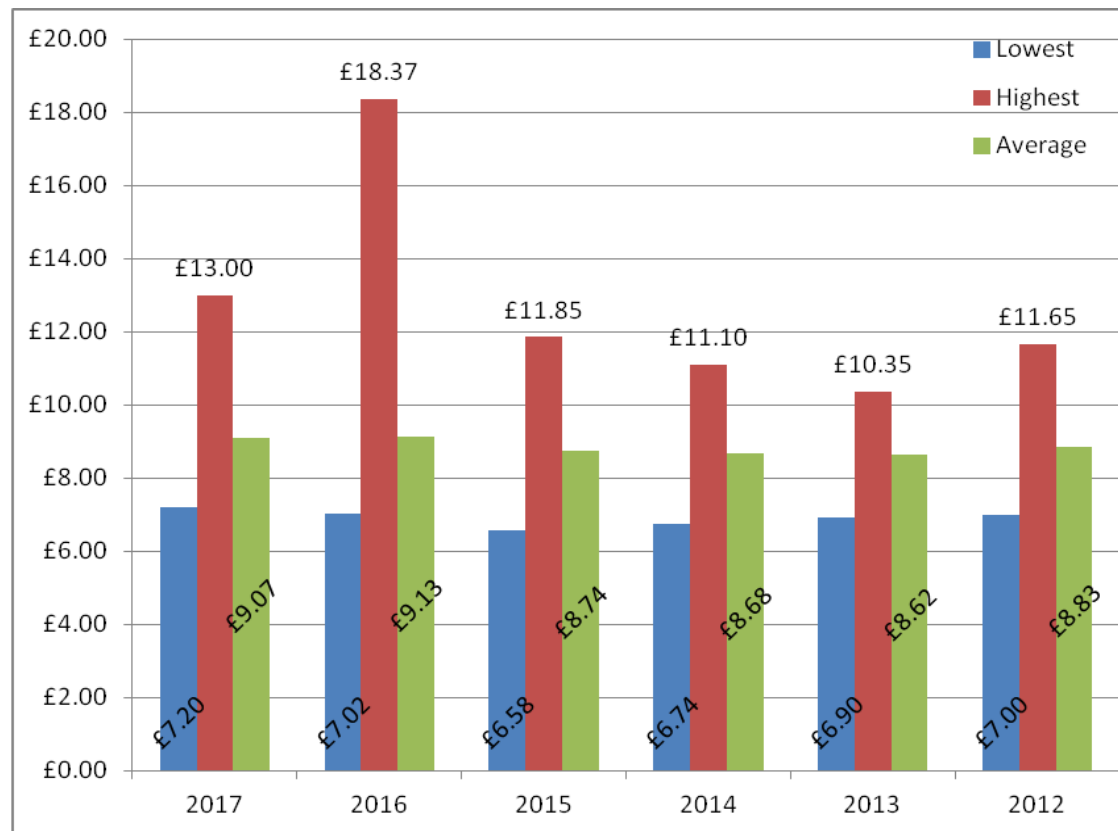
	2017	2016	2015	2014	2013	2012
Lowest	£7.50	£7.75	£7.14	£7.02	£6.90	£7.52
Highest	£16.50	£13.29	£15.00	£13.35	£11.70	£11.20
Average	£9.72	£9.43	£9.51	£9.42	£9.32	£9.20



*Please note - 2014 figures are estimates based on the trend pattern from 2011 to 2017 (No Salary Survey was carried out in 2014)

Administrator Salary comparison over last 5 years

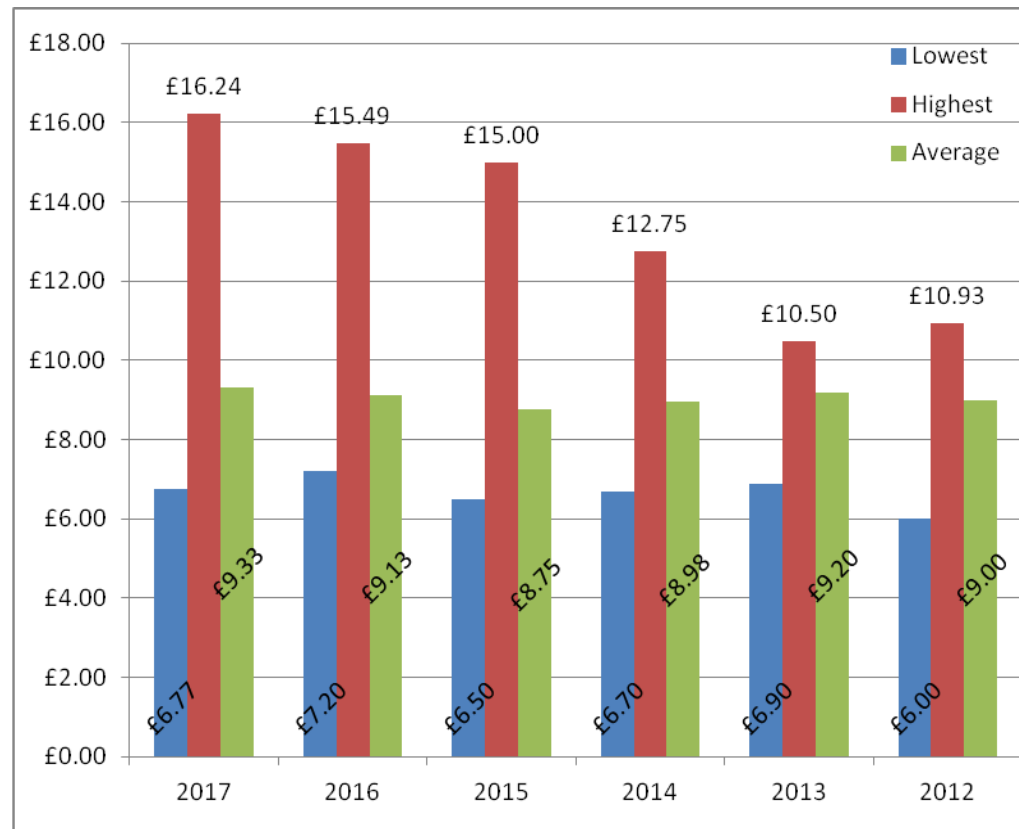
	2017	2016	2015	2014	2013	2012
Lowest	£7.20	£7.02	£6.58	£6.74	£6.90	£7.00
Highest	£13.00	£18.37	£11.85	£11.10	£10.35	£11.65
Average	£9.07	£9.13	£8.74	£8.68	£8.62	£8.83



*Please note - 2014 figures are estimates based on the trend pattern from 2011 to 2017 (No Salary Survey was carried out in 2014)

Summariser Salary comparison over last 5 years

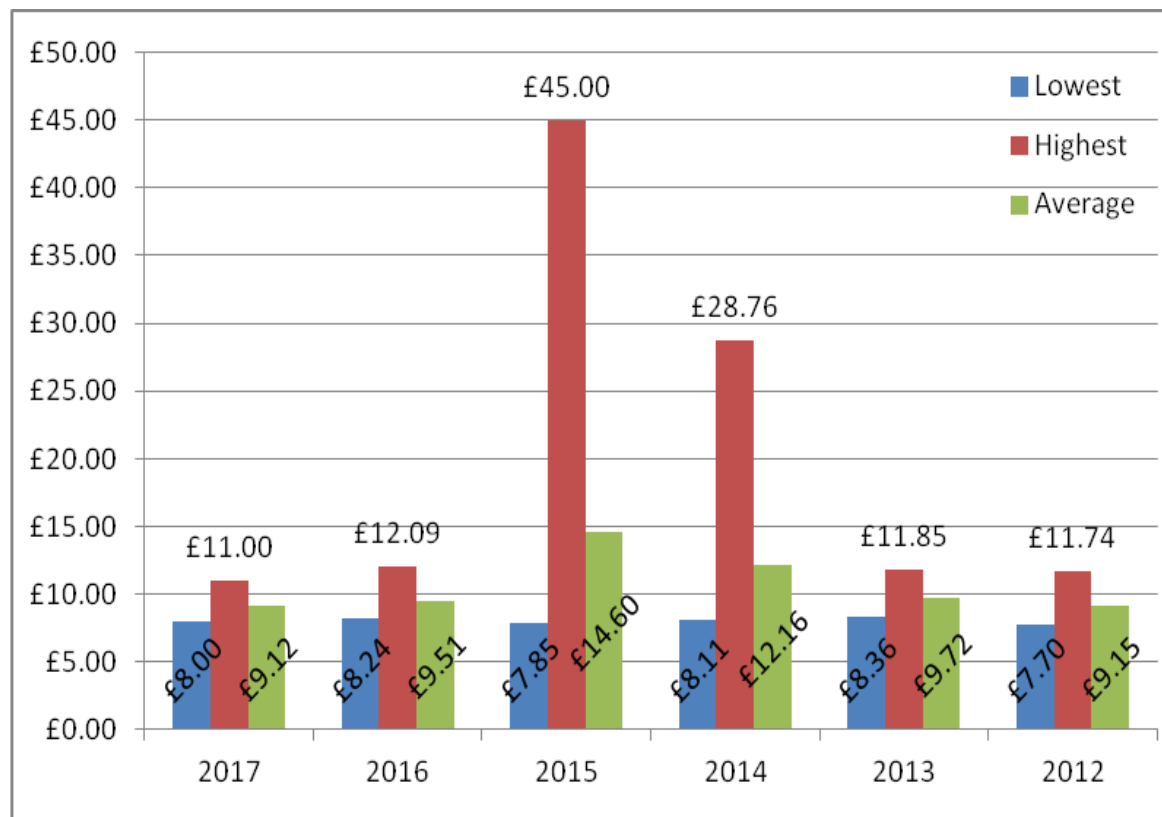
	2017	2016	2015	2014	2013	2012
Lowest	£6.77	£7.20	£6.50	£6.70	£6.90	£6.00
Highest	£16.24	£15.49	£15.00	£12.75	£10.50	£10.93
Average	£9.33	£9.13	£8.75	£8.98	£9.20	£9.00



*Please note - 2014 figures are estimates based on the trend pattern from 2011 to 2017 (No Salary Survey was carried out in 2014)

Dispenser Salary comparison over last 5 years

	2017	2016	2015	2014	2013	2012
Lowest	£8.00	£8.24	£7.85	£8.11	£8.36	£7.70
Highest	£11.00	£12.09	£45.00	£28.76	£11.85	£11.74
Average	£9.12	£9.51	£14.60	£12.16	£9.72	£9.15



*Please note - 2014 figures are estimates based on the trend pattern from 2011 to 2017 (No Salary Survey was carried out in 2014)