

## Hampshire Early Years Network (HEN) - Members Pay Survey April 2021

Data provided by 10 members running a total of 25 settings between them: 5 x pre-schools and 20 nurseries, a few of which also have pre-schools as part of the provision.

### **Additional findings from the local Hampshire Pay survey carried out in April 2021 at the start of the new financial year:**

- National Living Wage and National Minimum Wage (NMW) has had an impact on the level of pay (since introduction) with more limited ability to differentiate.
- A few settings pay 75p/hour extra (above rates stated in table below) for L5 qualified staff working as Nursery Nurses, Room or Team Leaders/Seniors or Nursery Deputy Managers.
- A few settings pay £1/hour extra (above rates stated in table below) for L6 qualified staff working as Nursery Nurses, Room or Team Leaders/Seniors or Nursery Deputy Managers.
- Roles, responsibilities, and size of settings means pay rates for the role of manager as well as Team Leaders/Seniors is very variable within data sets.
- Some Team Leaders/Seniors have bigger responsibilities than others and are required to deputise in the absence of the senior management team.
- A small percentage of members employ a Preschool Manager and Level 2 and Level 3 Preschool Workers - data set is therefore small for these roles.
- One provider pays for private health care cover for the Nursery Manager.



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- Many Managers work 40 hours per week on average. Some work more than 40 hours. One provider's Deputy Manager and Seniors work 37 hours per week.
- Two providers increase their payment to Apprentices from £4.30 per hour to the NMW after one year of service.
- One provider applies loyalty holiday leave: after five years they are entitled to an extra days' leave and an additional day for every successive year of service up to a maximum of five extra days in total.
- Lunch-time cover staff are paid as nursery nurses but only if they are qualified as such – data set is small for this post.

See details of pay rates in table on page 3 of this document.

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Position	Minimum	Maximum	Average Minimum	Average Maximum	Notes
L3 Nursery Nurse	£6.56	£10.75	£8.62	£9.43	NMW paid by some
L2 Nursery Assistant	£6.56	£9.20	£7.71	£8.23	NMW paid by some
L3 PS Worker	£8.91	£8.92	£8.91	£8.92	Note: limited data available
L2 PS Worker	£8.91	£8.91	£8.91	£8.91	Note: limited data available
Unqualified Nursery/PS Assistant	£6.56	£9.00	£8.02	£8.78	NMW paid by most
Apprentice	£4.30	£8.91	£4.75	£5.60	Minimum rate paid to many
Nursery Manager	£12.38	£18.20	£15.28	£16.38	See notes below table
PS Manager	£10.25	£17.66	£13.30	£13.30	Note: limited data available
Nursery Deputy Manager	£9.24	£13.77	£11.32	£11.73	
PS Deputy Manager	£9.49	£10.00	£9.75	£9.75	Note: limited data available
Room Leaders/Seniors	£8.90	£12.47	£9.86	£10.38	Roles & responsibilities variable between settings
Cook	£8.72	£10.50	£9.45	£9.58	
Lunch-time Cover	£6.56	£9.00	£8.16	£8.94	Note: limited data available

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