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## Hampshire Early Years Network (HEN) - Members Pay Survey April 2022

Data provided by 9 members running a total of 17 settings between them (located in and around the Southampton/Hampshire area: 15 nurseries and 3 preschools (either stand alone or as part of a nursery)).

Position	Minimum	Maximum	Average Minimum	Average Maximum	Notes
L3 Nursery Nurse	£7.44	£10.50	£9.18	£9.92	NMW often applies
L2 Nursery Assistant	£6.83	£9.90	£7.70	£9.69	NMW often applies
L3 PS Worker	£7.44	£9.54	£8.47	£9.52	Note: limited data available
L2 PS Worker	£7.44	£9.54	£8.47	£9.52	Note: limited data available
Unqualified Nursery/PS Assistant	£4.81	£10.50	£6.72	£9.71	NMW paid by most
Apprentice	£4.81	£9.50	£5.70	£6.41	Minimum rate paid by most & some increase after a year
Nursery Manager	£12.50	£19.80	£16.08	£16.89	See additional notes below table
PS Manager	£10.92	£13.63	£12.68	£12.68	Note: limited data available

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Nursery Deputy Manager	£9.50	£14.29	£11.78	£12.13	
PS Deputy Manager	£10.05	£11.20	£10.58	£10.58	Note: limited data available
Room Leaders/Seniors	£9.30	£12.73	£10.29	£10.91	Title, roles & responsibilities vary between settings
Cook	£9.50	£13.60	£9.95	£10.63	
Lunchtime Cover	£6.83	£10.00	£8.84	£9.63	See additional notes below table

One provider employs a Cleaner paid at £10.32/hour, another employs a Domestic Assistant at £9.00 an hour and another employs a Finance and Admissions Manager at £11.00 per hour.

**Additional notes/findings from the local Hampshire Pay survey carried out for wages to be paid from April 2022 at the start of the new financial:**

- 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.
- One setting noted that between £1 - £2 extra per hour (above the rates stated in table) are paid for L5 & L6 qualified staff working as Nursery Nurses.

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- Roles, responsibilities, and size of settings means pay rates for the role of manager as well as Team Leaders/Seniors is 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 posts.
- Many Managers work 40 hours per week on average. Some work more than 40 hours. Another provider's Deputy Manager and Seniors work 37 hours per week.
- Many providers are now employing Apprentices. Wages often start at the minimum rate payable and increase after a year.
- Lunchtime cover staff are sometimes supply cover too. The rate of pay sometimes depends on whether they are qualified or not.

Survey completed by Debra McAndrew of Strive Services.

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