

Hampshire Early Years Network Membership Pay Survey February 2018 prior to April 2018 pay increases

Position	Minimum	Maximum	Average Minimum	Average Maximum	Note
L3 Nursery Nurse	£5.90	£10.00	£7.38	£8.28	NLW has an impact
L2 Nursery Assistant	£4.05	£8.70	£6.38	£7.34	Some pay NMW only
L3 PS Worker	£7.38	£8.75	£7.64	£8.10	
L2 PS Worker	£4.05	£7.70	£6.68	£6.99	
Unqualified Nursery/PS Assistant	£3.50	£5.80	£4.05	£7.01	Includes apprentices & trainees
Nursery Manager	£10.00	£18.41	£12.84	£13.82	Perform. Rel. pay quoted by 1 x member
PS Manager	£8.97	£12.00	£10.71	£11.00	
Nursery Deputy Manager	£8.00	£14.55	£9.92	£10.68	
PS Deputy Manager	£7.87	£12.00	£9.05	£9.62	
Room Leaders/Seniors	£7.73	£11.11	£8.47	£9.23	

Data provided by 18 members running a total of 51 settings between them: nurseries and pre-schools.

Of the 18 members surveyed 4 stated they paid a higher rate to qualified L6 staff (role dependant).

National Living Wage and NMW has had an impact on wages payable with more limited ability to differentiate.

£1/hour above the normal role rate was quoted by 1 member for L6 qualified staff.

Another quoted an hourly rate of £15.00/hour for L6 qualified staff.

3 x members pay L2 & L3 qualified staff just above the NMW as a minimum.

Survey completed by Debra McAndrew. Tel: 07470 235 250

debra.mcandrew@earlyyearsadvocacy.co.uk

www.earlyyearsadvocacy.co.uk

