

# Pay and Conditions Survey Snapshot

A huge thank you to everyone who completed the recent Pay and Conditions Survey to gather information about current pay scales, benefit packages, and broader opinions on HR and workforce in VCSE organisations in Greater Manchester. We received a total of 75 responses from organisations across the sector!

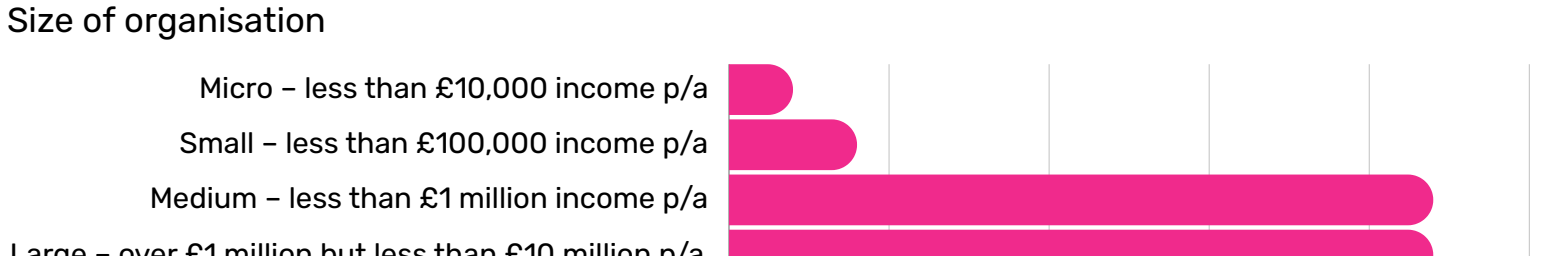
Here's a quick snapshot of who responded, and what they said...

## Who responded?

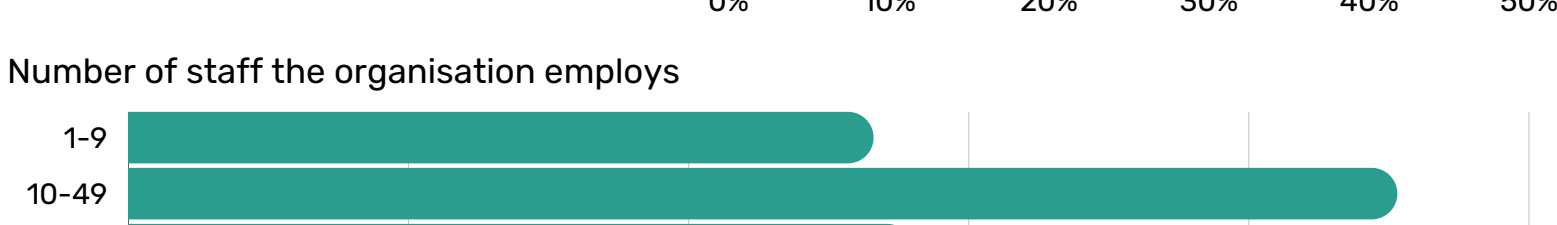
### Areas covered by respondents



### Size of organisation

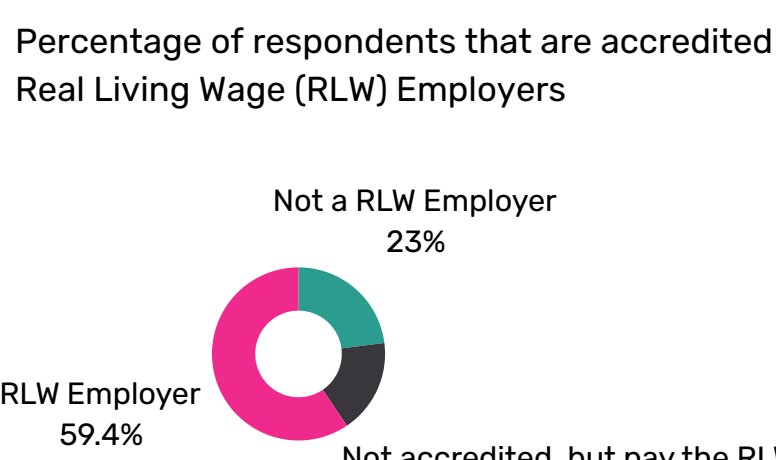


### Number of staff the organisation employs

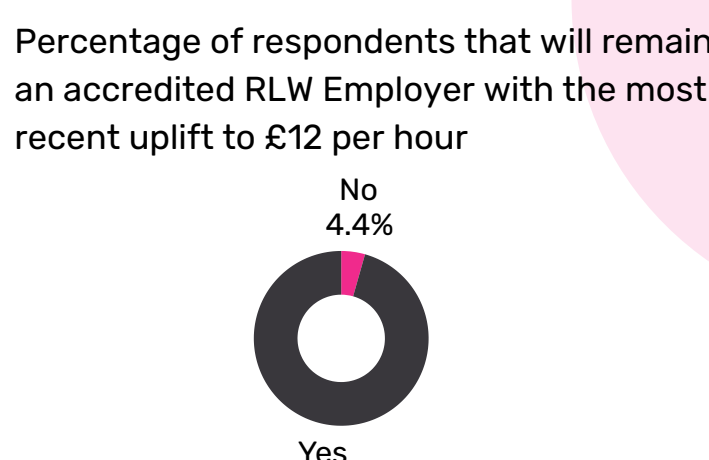


## What you said

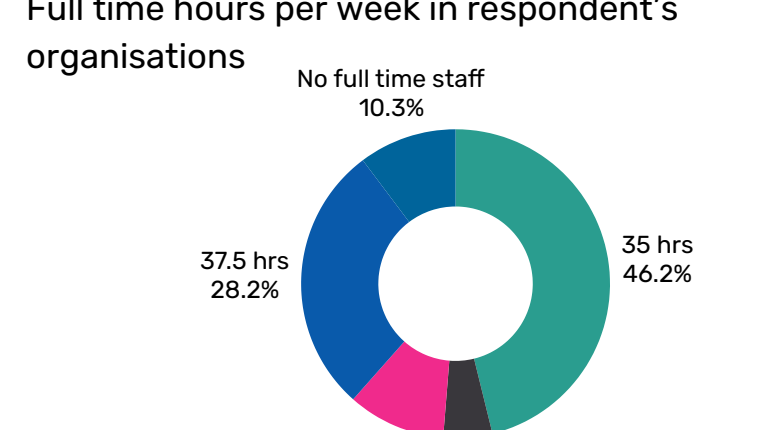
### Percentage of respondents that are accredited Real Living Wage (RLW) Employers



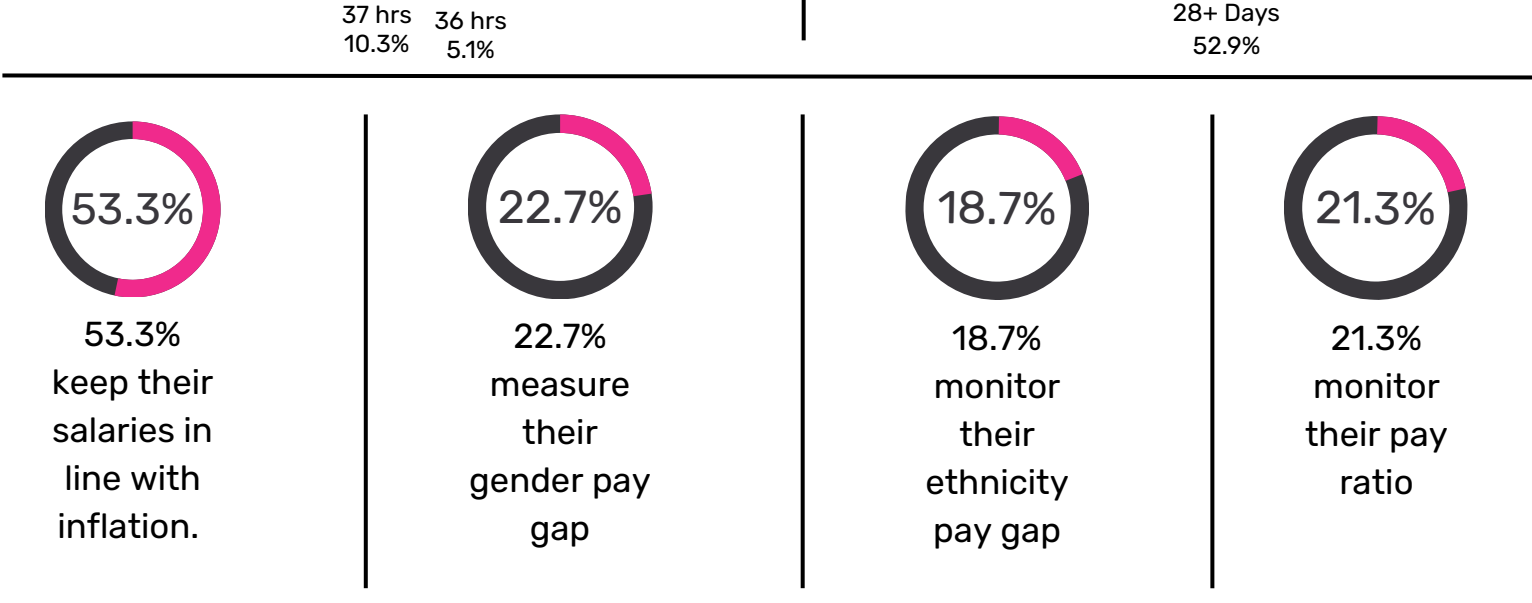
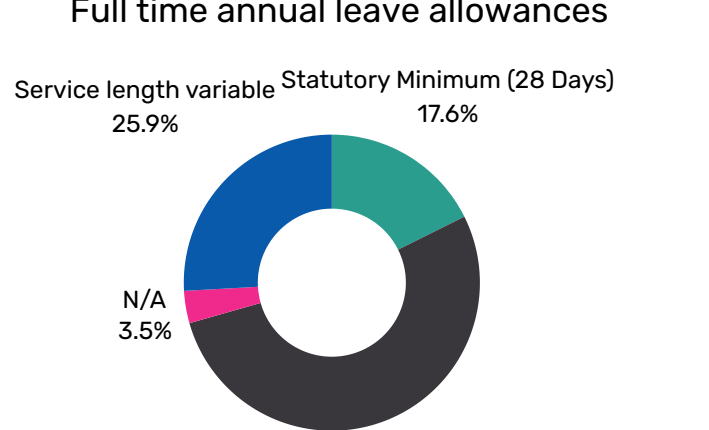
### Percentage of respondents that will remain an accredited RLW Employer with the most recent uplift to £12 per hour



### Full time hours per week in respondent's organisations



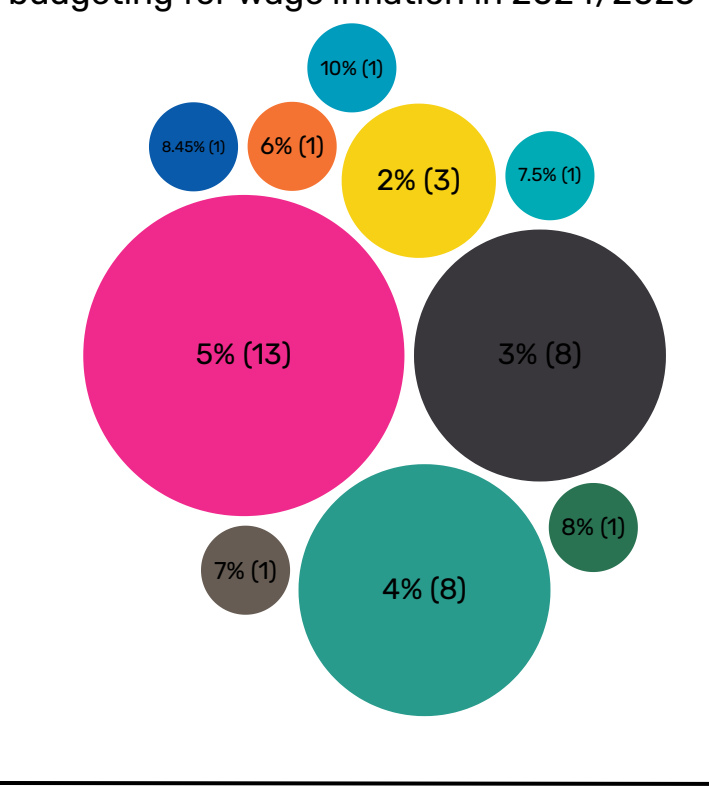
### Full time annual leave allowances



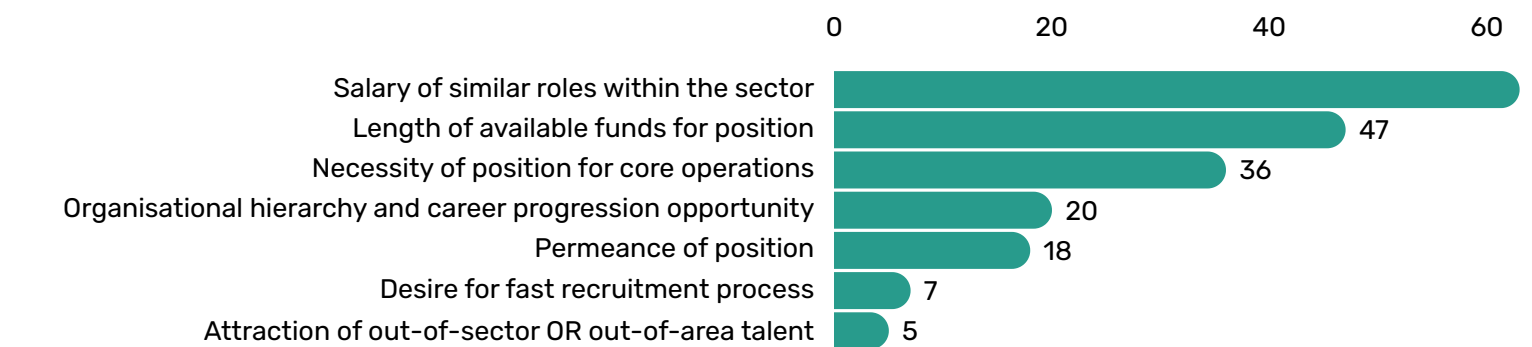
### Other benefits employees receive



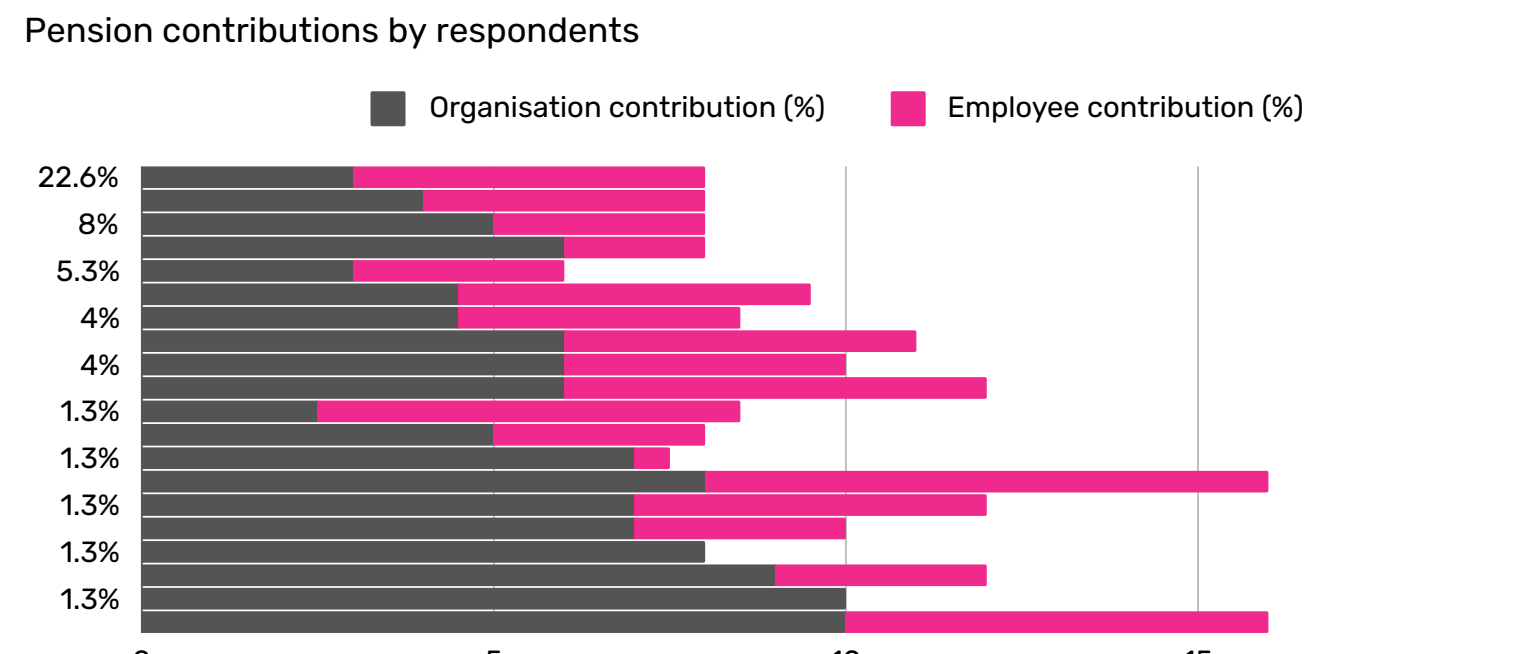
### The percentage increase respondents are budgeting for wage inflation in 2024/2025



### Factors organisations consider when advertising for vacancies



### Pension contributions by respondents



### Average Salaries by Job Category

Role Category	Average	Median	Responses
Chief Executive Officer (or highest paid staff member)	£51,757.93	£50,000.00	59
Finance Lead	£37,234.11	£37,700.00	41
HR Lead	£38,195.99	£39,000.00	24
Fundraising Lead	£34,889.91	£35,000.00	27
Communications Lead	£31,165.58	£31,600.00	30
General Administration	£23,703.18	£24,000.00	49
Service Management	£34,963.79	£35,000.00	45
General Managerial Roles (No specific function e.g., Operations Manager)	£34,565.41	£34,032.50	48
Community Development	£27,821.10	£28,000.00	41
Organiser roles (e.g., Organising activities, or facilitating groups)	£26,029.50	£26,000.00	42
Advisor roles (e.g., welfare rights)	£27,607.27	£28,000.00	25
Support provision roles (e.g., paid carers)	£24,002.87	£24,500.00	22
Educator roles (e.g., training, skills provision)	£30,025.24	£28,770.00	24
Therapeutic roles (e.g., counsellor)	£30,875.65	£29,757.00	15

### Impact of the April 2024 increase of the National Living Wage (NLW) to £11.44 per hour

**Financial Strain and Budget Adjustments**  
Increased financial pressure:  
Several organisations indicated that the increase in the National Living Wage has added or will add significant financial pressure, leading to budget adjustments, potential layoffs, or increased use of reserves.

*"It has put a strain on the organisation's finances."*  
*"We may have to use our reserves to make up the shortfall in funding."*

This increased financial strain is exacerbated by the Cost of Living crisis.

*"We also have to increase expenses due to cost of living e.g., increase in rent, bills etc., which means we cannot look at paying staff more."*

**Struggle with Real Living Wage:**  
Some organisations found it challenging to maintain their commitment to the RLW due to financial constraints, even though they aim to pay more than the NLW.

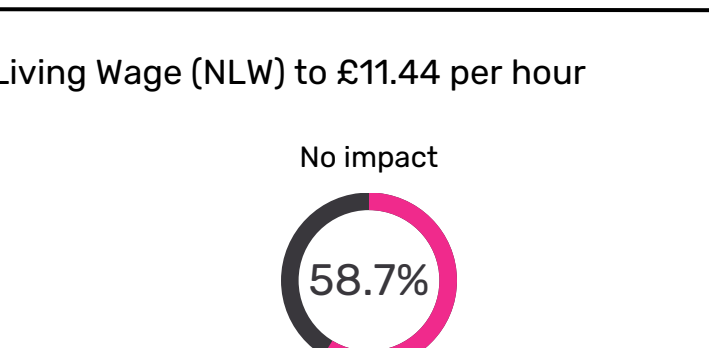
*"We just do not have the funds to pay the real living wage."*  
*"Until this year we were a Real Living Wage employer but the £12 was a stretch too far for us."*

**Strategic Adjustments**  
**Operational Changes:**  
Some organisations are considering making changes such as increasing reliance on volunteers, reducing paid positions, or making significant budgetary adjustments.

*"Reduction in paid colleagues and further reliance on volunteers."*  
*"Uplift and maintaining differentials led to a significant deficit budget."*  
*"Higher wage costs that are difficult to pass onto the client."*

**Proactive Measures**  
**Budgeting:**  
A few organisations anticipated the wage increase and made adjustments in their contracts and budgets to accommodate the higher wage costs without significant disruption.

*"We have been able to anticipate this and have been able to include a CoL in two of our main contracts."*  
*"We pay above the National Living Wage and will continue to do so."*



58.7% already pay above the new NLW, with many paying the RLW

**Wage Differences and Organisational Impact**  
**Wage Compression:**  
The increase in NLW has led to wage compression issues, where the pay gap between minimum wage employees and those in higher positions has narrowed, causing challenges in maintaining competitive salaries for higher roles.

*"The gap between minimum wage employees and management is shrinking, making it more difficult to provide competitive salaries."*  
*"This creates salary tension between posts which are not 'like' in our organisation's benchmarking."*

Despite the trend of wage compression, there were also instances where the salaries of those in higher positions restrict the salaries of other employees.

*"Many positions are kept on an entry level wage that is just above the minimum wage with a huge gap between these positions and what is called senior management."*

**Increased Overall Wage Costs:**  
Organisations reported an overall increase in wage costs due to the need to adjust salaries across the board to maintain wage differentials.

*"This has pushed all salaries up resulting in a total over £350,000 annual increase."*  
*"An increase of approximately £45-50k per year due to the knock on effect."*

## What's next?

We're sharing these results with VCSE organisations so they can be used in benchmarking their pay and conditions policies. These results will help the sector to illustrate to funders and commissioners the challenges faced by VCSE organisations in maintaining competitive salaries and terms – joining up with the work of the [GM VCSE Accord](#) and the [GM Fair Funding Protocol](#). We'll cross-reference these results with statistical data from the [GM Recruitment Hub](#) about roles and salaries which will enable us to see how these stats are developing over time, and this can feed into the work we do on showing the [State of The VCSE Sector](#) in GM.

If you missed the survey and would like to share your views, you can still [take part](#). We'll ensure your views are incorporated.