



Report ID-0257

Helpdesk Report:

Craftsperson Gardener

by

Incomes Data Research

November 2021

This report has been produced by Incomes Data Research Limited as part of the ECC Labour Market and Pay Data Service.

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1. Introduction

This report has been prepared by Incomes Data Research (IDR) and, as requested, it provides market salary data for the following role(s):

- Craftsperson Gardener

2. Market salary data

This section presents the market salary data. We aim to provide a minimum of three sources of information for each job to enable ‘triangulation’ of the results, and thereby provide the widest possible assessment of the market for this role.

2.1. Market data

The tables in the following sections provide the aggregate market salary for a full-time Craftsperson Gardener.

2.1.1. Official earnings data

The data provided below is based on the Government’s latest Annual Survey of Hours and Earnings (ASHE), for April 2020. This survey, conducted by the Office for National Statistics, provides a snapshot of earnings each April and is based on a 1% sample of National Insurance numbers. ASHE is considered a reliable source of official earnings data.

The following table details the median and average UK gross annual pay for full time employees in the closest-matched occupational category. It also provides information on the annual percentage change which can be an indicator of labour market pressures.

Annual pay - Gross (£)¹ - For full-time employee jobs: United Kingdom, 2020

Description	Code ²	No. of jobs (000s)	Median	Annual percentage change	Average	Annual percentage change
Gardeners and landscape gardeners	5113	30	21,574	5.0	22,422	-0.3

Source: Table 14.7a, ASHE 2020.

2.1.2. NHS data

In this section we provide information on the salary range for the pay band likely to cover comparator jobs in the NHS. The NHS, with 1.2m staff, is the largest employer in the UK and as such plays a key role in influencing the market for many non-medical roles, particularly in education, given the links between parts of higher education and the NHS.

A qualified craftsperson (gardener/estates maintenance) in the NHS is typically employed on Band 3 and the current salary range is between £20,330 and £21,777 a year outside of London and high-cost areas in the South East/South.

Roles based in high-cost areas qualify for the following supplements:

- Inner London – 20% of basic salary, subject to a minimum payment of £4,474 and a maximum payment of £6,892;
- Outer London – 15% of basic salary, subject to a minimum payment of £3,786 and a maximum payment of £4,824;
- Fringe – 5% of basic salary, subject to a minimum payment of £1,037 and a maximum payment of £1,793.

¹ Gross pay excludes bonuses but includes basic pay, shift premium payments, overtime pay, paid leave, maternity pay, sick pay and other pay.

² Standard Occupational Classification (SOC) codes are a coding system used to classify occupations. A four-digit SOC indicates the closest occupational match. Three digits cover a slightly broader job group, while two and one-digit codes are broader still.

2.1.3. IDR data

The following tables contain data from IDR Pay Benchmarker, our online database of salary information. This data has been collected by IDR directly from employers through surveys and bespoke data collection for the IDR Pay Benchmarker service.³

Gardener/Conservationist, whole economy, by job level³

Job level	Salary count	Lower quartile	Median	Upper quartile	Average
3	10	£19,976	£20,822	£21,875	£21,049
4	9	-	£23,706	-	£24,417

Source: IDR Pay Benchmarker.

³ Refers to the IDR Job Level. These typically cover the following types of roles: 1 and 2, admin, support and manual roles; 3 and 4, secretarial and craft roles; 5 and 6, vocational and supervisory; 7 and 8, professional and managerial; 9, senior management; 10a and 10b, directors; 11, senior directors/chief executives.

3. Job advertisements

This section details current comparable vacancies from our database of advertised positions.

3.1.Data

Gardener - job advertisement

Reference ID	Organisation	Job title	Min	Max	Hours	Location
ID402	University of Northampton	Grounds Operative	£18,328*	£18,328*	37	Northampton

*Plus market supplement £1,920.

3.2.Job advertisements

The following pages present the job advertisements for the above vacancy.

Grounds Operative

University of Northampton

Location:	Northampton	Placed On:	11th November 2021
Salary:	£18,328 per annum plus market supplement of £1,920 per annum	Closes:	21st November 2021
Hours:	Full Time	Job Ref:	UN3876
Contract Type:	Permanent		

[View Employer Profile](#)

[Apply](#)

About the job

1 x Permanent Full Time - 37 hours per week

Provisional Interview Date: w/c 29 November 2021

A new exciting opportunity has arisen within the External Services Department for a Grounds Operative to provide estate maintenance on the University grounds across several sites. To carry out, on a day-to-day basis, the routine operations necessary in maintaining the estate. To ensure completion of reactive duties in line with the help desk system, observing priorities set and working to scheduled timescales with minimum disruption. Carry out and assist with the full range of "year round" cyclical horticultural/grounds maintenance, landscape development and estate operations.

This position involves assisting the Grounds Supervisor in the delivery of all aspects of grounds maintenance to deliver a high quality environment. This will include grass cutting, hedge and shrub pruning, some hard landscaping (repairs), artificial pitch management, weed management and biodiversity management.

The role involves severe weather operations and the successful candidates must be willing to work on an on-call rota during these periods. An on-call payment is made when on-call, and additional hours paid.

In line with UNEL policies and procedures, the market supplement is subject to review every 24 months. The supplement is a fixed amount and not subject to annual cost of living increases other than the 24 month review. The supplement is pensionable, subject to statutory deductions and would be included in calculations for the purposes of other payments such as maternity/paternity/sickness. The advertised figure is based on a full time post and would be pro rata for part time posts.

About you

Essential:

- Possess a full UK driving licence
- Experience of working in a grounds/horticultural role
- Experience in the operation of garden machinery, including its care and maintenance e.g. hedge cutters, strimmers, ride-on mowers
- Good organisational skills
- Be prepared to work outside in all weathers

Desirable:

- Experience of working in the educational sector

Qualifications

Essential:

- Able to demonstrate literacy and numeracy skills to a standard appropriate to the post

Desirable:

- Qualification in either groundsmanship, gardening or other associated trades

About Us

1st Degree Facilities is a trading name of UNEL which is a wholly-owned subsidiary of the University of Northampton and this vacancy is covered by UNEL Terms and Conditions of employment.

This is an exciting time to join our Company as the University relocated in September 2018 to a new purpose-built, town-centre campus.

Right to Work

Please note that the University of Northampton Enterprises Limited are unable to offer sponsorship to work in the UK. We can therefore only accept applications from individuals who are currently eligible to work in the UK.

Equality

We are proud of our diverse student population and applications from Black Asian Minority Ethnic student grow year on year. Equality and the promotion of inclusion are a key value that we are proud to promote. To embed this across the University, to achieve diversity amongst its staff and to improve staff representation, we would like to encourage applications from women, people living with disabilities, and those from the LGBT+ and Black, Asian and Minority Ethnic communities.

Advert information

Type / Role:

Professional / Managerial / Support Services

Subject Area(s):

Property & Maintenance

Location(s):

Midlands of England