

# Helpdesk Report: Director Roles

by

Incomes Data Research

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

Any queries relating to this report should be directed to:

t: +44 (0) 1702 669549

e: [marketdata@incomesdataresearch.co.uk](mailto:marketdata@incomesdataresearch.co.uk)

Incomes Data Research Limited. Registered in England & Wales. Company No. 09327550.  
Registered address: 71-75 Shelton Street, London WC2H 9JQ

Correspondence address: Incomes Data Research, The Studio, The Old Gasworks, 43 Progress Road, Leigh on Sea, Essex SS9 5PR

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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 roles:

- Director of People and Services
- Director of Finance and Operations
- Director of Strategy and Planning

## 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 the roles.

### 2.1. Market data

The tables in the following sections provide the aggregate market salary for the closest-matching full-time jobs.

#### 2.1.1. Market data

The tables overleaf contain data from IDR Pay Benchmark<sup>1</sup>, 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 Benchmark service.

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<sup>1</sup> The IDR Job Level noted in the table typically cover the following types of roles: levels 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.

### Director of People Services

Source	Match	Lower quartile	Median	Upper quartile
Pay Benchmarker	HR Function Head, Level 9, public sector, Scotland adjustment	£66,845	£70,201	£79,267

### Director of Finance and Operations

Source	Match	Lower quartile	Median	Upper quartile
Pay Benchmarker	Finance Function Head, level 9, public sector, Scotland adjustment	£56,730	£61,061	£70,884

### Director of Strategy and Planning

Source	Match	Lower quartile	Median	Upper quartile
Pay Benchmarker	Compliance, Inspection, Quality Control, Risk and Safety job family, Level 9, public sector, national	£61,980	£65,780	£72,650

### 2.1.2. NHS data

In this section we provide information on the salary range for the pay band likely to cover similar 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.

Directors are typically employed on Band 8C, 8D or 9 depending on the size of the Trust, with a salary range of between £59,539 and £64,095 (Band 8C), a salary range of between £71,365 and £76,914 (Band 8D) and a salary range of between £85,811 and £89,732 (Band 9).

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.

### 2.1.3. Recruitment data

The data in this section is based on analysis of recruitment salaries for a similar role(s). It is a guide to starting pay for these roles, and in some cases also provides a guide to the maximum that might be achieved.

#### Director of People Services

Job role	Range £pa	Typical £pa
HR Director, Scotland	£60,000 - £80,000	£70,000

Source: Hay Salary and Recruiting Trends 2020.

## Director of Finance and Operations

Job role	Range £pa	Typical £pa
Financial Planning and Analysis Manager, Scotland	£55,000 - £70,000	£66,000

Source: Hay Salary and Recruiting Trends 2020.