

Helpdesk Report: Second/Sous Chef

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.

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Contents

1. Introduction	4
2. Market salary data	4
2.1. Market data	4
2.1.1. NHS data	4
2.1.2. IDR data	5
3. Job advertisements	6
3.1. Data and summary	6
3.2. Job advertisements	6

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):

- Second/Sous Chef

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 Second/Sous Chef.

2.1.1. 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.

Chefs in the NHS with similar responsibilities are typically employed on Band 4 and the current salary range is between £21,892 to £24,157 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.

Please note, these figures do not include the proposed increase of 3% for the NHS, which is still to be ratified.

2.1.2. 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.¹

Kitchen roles, job level 5³

Sector	Lower quartile	Median	Upper quartile	Average
Whole UK Economy	£26,050	£27,529	£28,841	£28,153
Private services	£27,086	£28,204	£29,403	£29,029
Public sector	-	£26,428	-	£27,716

Source: IDR Pay Benchmarker.

¹ 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 and summary

Second/Sous Chef – job advertisements

Ref.	Organisation	Job title	Min	Max	Note
ID356	University of Oxford	Chef de Partie	£25,941	£25,941	
ID357	University of Oxford	Pastry Sous Chef	£26,341	£27,924	
ID358	University of East Anglia	Café, Events and Hospitality Manager	£22847	£26,341	
ID359	University of Nottingham	Second Chef/Deputy Head Chef	£21,114	£21,114	£11.57 p/h
ID360	University of St Andrews	Senior Chef	£23,067	£26715	

3.2.Job advertisements

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



UNIVERSITY OF
OXFORD

Full-Time Chef de Partie

University of Oxford - Christ Church College

Location:	Oxford	Placed On:	8th September 2021
Salary:	£25,941 pa plus usual College benefits	Closes:	17th September 2021
Hours:	Full Time		
Contract Type:	Permanent		

[Apply](#)

Salary: £25,941 pa plus usual College benefits

An exciting opportunity for a suitably qualified and experienced professional to lead a section in the preparation of meals in part or in full to the highest standards, working with one of Oxford's largest and busiest college kitchen brigades. Flexibility to work shifts on weekdays and weekends is essential. 40 hours per week.

We are an equal opportunities employer and welcome applications from all candidates. We particularly encourage applications from minority groups who are under-represented in the College.

Further particulars and an application form available at: <http://www.chch.ox.ac.uk/vacancies>

Closing date: Friday, 17 September 2021

Advert information

Type / Role:

[Professional / Managerial / Support Services](#)

Subject Area(s):

[Hospitality, Retail, Conferences & Events](#)

Location(s):

[South East England](#)



UNIVERSITY OF
OXFORD

Full-Time Pastry Sous Chef

University of Oxford - Christ Church College

Location:	Oxford	Placed On:	8th September 2021
Salary:	£26,341 to £27,924 pa, plus usual College benefits	Closes:	17th September 2021
Hours:	Full Time		
Contract Type:	Permanent		

[Apply](#)

Salary in the range of £26,341-£27,924 pa, plus usual College benefits

An exciting opportunity for someone with experience in the preparation of sweet/pastry dishes to join the pastry brigade in one of Oxford's largest and busiest college kitchens. Flexibility to work shifts on weekdays and weekends is essential. 40 hours per week.

We are an equal opportunities employer and welcome applications from all candidates. We particularly encourage applications from minority groups who are under-represented in the College.

Further particulars and an application form available at: <http://www.chch.ox.ac.uk/vacancies>

Closing date: Friday, 17 September 2021

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University of East Anglia

Cafe, Events and Hospitality Manager

University of East Anglia - Sainsbury Centre for Visual Arts

Location:	Norwich	Placed On:	7th September 2021
Salary:	£22,847 to £26,341 p.a. (Grade 5)	Closes:	20th September 2021
Hours:	Full Time	Job Ref:	SC3997
Contract Type:	Permanent		

[Apply](#)

The Sainsbury Centre is one of the most prominent university art museums in Britain, with a national and international reputation for the display and study of art.

You will manage the Terrace café, events and hospitality for the Sainsbury Centre including private views, gala dinners, development and learning events, and work closely with various teams at the Sainsbury Centre and catering providers to deliver events. You will oversee the daily operations of the Terrace Café, the Sainsbury Centre's onsite retail coffee outlet. Ensuring standards of offer, service, hygiene and reporting. They will also manage all Sainsbury Centre hospitality events so they are delivered to the highest standard and within budget.

You must be educated to degree level or hold an equivalent qualification or have gained equivalent experience. In addition, you will have experience of working in a museum or art gallery retail setting and be able to fulfil all essential elements of the person specification.

This post is available immediately on a Full-Time, indefinite basis.

For more information about the benefits of working at UEA see: <https://www.uea.ac.uk/about/working-at-uea>.

Closing date: Monday 20 September 2021

To apply for this vacancy, please follow the online instructions at:
<https://myview.uea.ac.uk/webrecruitment/>

The University is a Silver Institutional Athena Swan Award holder and aims to make its first submission to the Race Equality Charter in 2022.

Advert information

Type / Role:

Professional / Managerial / Support Services

Subject Area(s):

Hospitality, Retail, Conferences & Events

Location(s):

South East England



Second Chef/Deputy Head Chef

University of Nottingham

Location:	Nottingham	Placed On:	7th September 2021
Salary:	£11.57 per hour	Closes:	23rd September 2021
Hours:	Full Time	Job Ref:	NHE277621X2
Contract Type:	Permanent		

Apply

An exciting opportunity has arisen for an enthusiastic and passionate Chef to be a key part of the leadership team in "The Club House" located in the David Ross Sports Village. You will have a passion for fresh, nutritious food and will be able to consistently deliver quality dishes to set specifications. You will have a desire to develop and learn in a fast-paced environment and will be a positive contributor to future menu ideas to meet the needs of your customers. You will also play a key role in ensuring exceptional operational standards are achieved and will engage with your customers and team to create a positive environment to both visit and work in.

Candidates should be qualified to 706 1/ 2 or NVQ 1/2 in Food Production or have substantial relevant experience gained within a similar catering environment. You will also have excellent cooking skills, be able to use of a range of Microsoft Office products and have experience of stock management.

Hours of work are 35 per week worked 5 days out of 7 to be arranged including evenings and regular weekends for 52 weeks of the year. Further details about the experience and qualifications required for this post can be found on the attached job Role Profile.

The University of Nottingham is committed to providing competitive employment packages whilst supporting the well-being of our staff to help them reach their full potential. We strive to provide a range of benefits and rewards, including leading fitness and health facilities, staff discounts and travel schemes. We also offer an excellent holiday allowance of 25 days (pro rata) plus additional university closure days and bank holidays.

The successful candidate for this role will be expected to attend the Estates and Facilities training courses which will run each day, Monday to Friday mornings on the first week of appointment. Further details will be given at interview.

Informal enquiries may be addressed to David Butler, email dave.butler@nottingham.ac.uk. Please note that applications sent directly to this email address will not be accepted. **Please quote ref. NHE/277621X2**

Our University has always been a supportive, inclusive, caring and positive community. We warmly welcome those of different cultures, ethnicities and beliefs – indeed this very diversity is vital to our success, it is fundamental to our values and enriches life on campus. We welcome applications from UK, Europe and from across the globe. For more information on the support we offer our international colleagues, see our [Moving to Nottingham pages](#).

For successful international applicants, we provide financial support for your visa and the immigration health surcharge, plus an interest-free loan to help cover the cost of immigration-related expenses for any dependants accompanying you to the UK. For more information please see the our webpage on [Financial support for visas and the immigration health surcharge](#).

Advert information

Type / Role:

Professional / Managerial / Support Services

Subject Area(s)



Senior Chef - RS7124MR

University of St Andrews - Residential and Business Services

Location:	St Andrews	Placed On:	3rd September 2021
Salary:	£23,067 to £26,715 per annum.	Closes:	17th September 2021
Hours:	Full Time	Job Ref:	311888
Contract Type:	Permanent		

[Apply](#)

Start: As soon as possible

Within the Catering Services department, an exciting opportunity has arisen for a motivated, creative, and experienced chef who wishes to continue develop both their management and food production skills.

As well as 'hands on' food production, you will be responsible for the management, delivery, and development of a professional, effective, and efficient catering service within our residential accommodation.

With proven experience working within a Senior Chef role, you will have experience of managing staff, food production, stock management, HACCP and practical application of Health and Safety in the workplace.

Good people management, administrative and organisational skills are essential, as is the ability to engage positively with customers and motivate staff to deliver excellence in food quality, presentation, and service.

Experience from a variety of different catering operations and volume are essential, as is the ability to work within and coach teams and individuals.

Knowledge of HACCP and practical application of Health and Safety in the workplace are essential, as are relevant professional catering qualifications, good kitchen and chef skills, including presentation and attention to detail, and commitment to delivering an excellent customer experience.

The University offers the opportunity for excellent work/life balance. As well as a working week of 36.25 hours and working approx. one weekend out of three, there are excellent remuneration and other benefits including generous annual leave entitlement, excellent pension, staff discount scheme, Sports Centre gym membership, training, and career development opportunities. Benefits which can be viewed at <https://www.st-andrews.ac.uk/hr/employeebenefits/>.

Further information and informal enquiries may be directed to Mark Nixon, email: mn35@st-andrews.ac.uk, Tel: 01334 467015.

Applications are particularly welcome from women, people from the Black, Asian and Minority Ethnic (BAME) community, and other protected characteristics who are under-represented in operational & facilities posts at the University.

The University is committed to equality for all, demonstrated through accreditation (Athena SWAN; Carer Positive; Stonewall, LGBT and Race Charters), as listed on: <http://www.st-andrews.ac.uk/hr/edi/diversityawards/>.

This role does not meet the minimum requirements set by the UKVI to enable sponsorship of migrant workers. Further information can be found at <https://www.gov.uk/check-uk-visa/>.

Please quote ref: RS7124MR

Further Particulars: [RS7124MR FPs.doc](#)