

Helpdesk Report:

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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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):

- 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 Chef.

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 2021. 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, 2021

Description	Code ²	No. of jobs (000s)	Median	Annual percentage change	Average	Annual percentage change
Chefs	5434	105	£20,443	-10.5	£21,432	-10.9
Cooks	5435	21	£18,084	6.5	£18,464	3.6

Source: Table 14.7a, ASHE November 2021.

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.

Chefs in the NHS are 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 £4,608 and a maximum payment of £7,097;
- Outer London – 15% of basic salary, subject to a minimum payment of £3,898 and a maximum payment of £4,967;
- Fringe – 5% of basic salary, subject to a minimum payment of £1,066 and a maximum payment of £1,845.

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

Cook, whole economy, job level 3¹

Job level	Company count	Median	Average
Level 3	5	£20,863	£22,056

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 and summary

Chef – advertised positions summary

	Minimum	Maximum
Average	£21,662	£23,021

Chef - job advertisements

Reference ID	Organisation	Job title	Min	Max	Hours	Region
ID435	University of Essex	Chef	£22,623	£24,529	43	East
ID436	University of Bristol	Chef	£21,686	£24,174	35	South West
ID437	Moulton College	Chef	£19,200	£20,243	38	East Midlands
ID439	Winchester College	Chef	£23,139	£23,139	40	South West

3.2.Job advertisements

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



University
of Essex

Placed On: 20th January 2022

Closes: 28th February 2022

Job Ref: REQ05578

[Apply](#)

Essex Food - Our mission

Our aim is to deliver a food service standard which reflects and supports the University's core values of excellence, quality, creativity and diversity across the full range of catering facilities our in-house team provides.

We aim to provide a broad range of high-quality, value for money food and hospitality facilities across the university for students, staff and visitors. Our 12 catering outlets are spread across the campus and range from Street food huts on our squares to High Street style eateries and coffee shops. Our focus is on using local fresh produce, providing value for money and supporting an ethical approach to sustainability and traceability.

We are committed to ensuring that our services meet the needs of our diverse and multicultural community on campus.

Duties of the Role

We have an exciting opportunity for an ambitious and passionate Chef to join the team in one of our fantastic Eateries at our Colchester Campus. You will meet high standards, deliver quality food consistently and the ability to contribute to a successful team and running of the kitchen.

As a qualified Chef, you will be responsible for the preparation, cooking and storing of all foods and ensuring the quality of the product complies with our standards at all times as well as meeting food safety and health and safety regulations. There will also be occasions where you will have the opportunity to support University Events such as Open Days and Graduation.

This vacancy is 43 hours per week.

Skills and qualifications required

Are you looking for a new and exciting challenge? Then look no further, with 12 different outlets in one location there will be fantastic opportunities for an ambitious and passionate individual.

We are looking for a talented Chef, with a passion for food and ability to thrive in a busy, faced paced environment.

You will need to have a catering qualification or equivalent experience within a high street related catering environment. You will be confident and have enthusiasm to follow new trends with an appetite to contribute new ideas.

Basic Food Hygiene and Health and Safety certificates are advantageous but not essential to the role. There will be plenty of training and development opportunities.

Please note that this advert is part of a rolling recruitment campaign.

Please use the 'Apply' button to read further information about this role including the full job description and person specification which outlines the full duties, skills, qualifications and experience needed for this role. You will also find details of how to make your application here.

Our website <http://www.essex.ac.uk> contains more information about the University of Essex. If you have a disability and would like information in a different format, please email resourcing@essex.ac.uk.

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We value your feedback on the quality of our adverts. If you have a comment to make about the overall quality of this advert, or its categorisation then please [send us your feedback](#)

Advert information

Type / Role:

[Professional / Managerial / Support Services](#)

Subject Area(s):

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

Location(s):

[South East England](#)

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University of
BRISTOL

Chef

University of Bristol - Catering

Location:	Bristol	Placed On:	21st January 2022
Salary:	£21,686 to £24,174 per annum (pro rata)	Closes:	2nd February 2022
Hours:	Full Time	Job Ref:	SUPP108059
Contract Type:	Permanent		

Apply

The role

The main purpose of the role is to prepare, cook and serve meals for customers and visitors and to generally assist in the smooth running of the Catering Department. The position will be based at Clifton Hill House.

What will you be doing?

Main responsibilities include:

- Preparing varied, nutritious meals to a high standard of presentation
- Assisting the Head Chef with the planning of menus for all meals, functions, conferences and special occasions
- Participating in training appropriate to the position, including compulsory food hygiene training, manual handling and COSHH training and ensuring that all staff work safely
- Assisting in the preparation of orders for the purchasing of provisions, receiving and checking deliveries for accuracy and quality

You should apply if

The ideal candidate will have a high level of culinary skill and an understanding of food safety and the consequences of poor working practices. Holding a recognised cookery qualification equivalent to at least NVQ Level 2 is essential.

Additional information

Contract type: 35 hours per week, 34 weeks per year (term time only)

This advert will close at 23:59 GMT on Wednesday 2nd February 2022.

For informal enquiries please contact Matthew Phillips - matthew.phillips@bristol.ac.uk

We welcome applications from all members of our community and are particularly encouraging those from diverse groups, such as members of the LGBT+ and BAME communities, to join us.

Chef (Part time)

Moulton College

Location:	Moulton	Placed On:	21st January 2022
Salary:	£19,200 to £20,243 per annum (pro rata to £4,992.00 - £5,263.18 per annum)	Closes:	31st January 2022
Hours:	Part Time		
Contract Type:	Permanent		

[Apply](#)

We are looking for an experienced part-time chef to assist with the smooth running of the main College Kitchen and the supervision of a range a staff employed to carry out catering duties.

The role is 10 hours per week, 52 weeks per year. One day mid-week on a rota 10:00 to 14:00, Saturday 09:00 to 11:00 & 16:00 to 18:00, Sunday 09:00 to 11:00.

Flexibility to cover other shifts where required would be an advantage.

Experience of working in an educational setting are desirable although not essential.

You will prepare and cook of a range of meals, beverages and refreshments for serving both within the college dining room and help where needed at other catering outlets on campus.

- Are you skilled in cooking?
- Do you have a Catering qualification or equivalent experience?
- Do you hold a Food Hygiene Certificate?
- Do you have high standards of hygiene, and health and safety?

Your Duties

- Preparing, cooking and serving of breakfast and evening meal and refreshments for the College Dining room
- Deputise for the Senior Chef in their absence
- Supervise catering staff within the kitchen
- Stock rotation of food within the catering department
- Prepare and cook food for service at various other sales points around the College Campus and other campus at Higham if required

Advert information

Type / Role:

Professional / Managerial / Support Services

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JOB PROFILE

The job requirements are detailed below. Where applicable the skills, qualifications and memberships required for this job have also been included. Scroll down to the bottom of the page and click 'Apply online'

JOB DETAILS

Job reference WREQ000480

Date posted 09/07/2021

Application closing date 31/01/2022

Location

Salary £23,139.00 per annum FTE

Package Generous Benefits Package

Job category/type

Attachments

C H E F

The Catering Department

The Catering department is run by the Head of Catering and Hospitality, supported by three line managers. The College does not have a centralised dining room and each boarding house runs its own kitchen which caters for about 70 boys and 10 members of staff. We employ nearly 30 Head Chefs and Chefs along with many Kitchen and Dining Room Assistants. During the course of a day the Catering team produces nearly 2,500 meals all from scratch and from fresh ingredients.

In addition to this we also cater for many functions, both for internal and external clients. The Functions team is led by the Functions Manager, assisted by Supervisors and Stewards (Catering Assistants). The permanent team is supported when required by casual staff.

Role

The Chef will be one of a small team working in one of the Boarding Houses. He/she will have responsibilities attached to the daily routine of the House life, including the provision of all daily meals in term-time for up to 70 boys, the Housemaster and his/her guests, and for a handful of formal occasions during term time. Standards are high, and meals are prepared daily from fresh ingredients.

Responsibilities

Working alongside the Head Chef, the Chef will:

- Assist the Head Chef in providing all meals for the pupils, Housemaster and his/her guests.

-

Assist the Catering Manager and Head Chef in menu planning and ordering as required.

- Ensure all produce is check into the kitchen and correctly stored.
- Ensure stock is correctly stored and used in rotation.
- Ensure wastage is kept to a minimum.
- Ensure all aspects of Food Safety and Health & Safety are adhered to at all times.
- Add variation to the menu on a regular basis to ensure the offer is not deemed “boring” or “stale”.
- Prepare meals from fresh ingredients which fit into the House feeding strategy of a well-balanced and nutritious diet for the boys.
- Ensure high standards of quality and presentation at all times.
- Such other tasks as may, from time to time, be reasonably requested by the Housemaster, Catering Manager and Head Chef.

Personal Qualities

In order to be able to carry out these duties effectively, the successful applicant will be able to work flexibly and have a generally helpful and co-operative approach.

Applicants must be fit enough to cope with the physical demands of the job. Possession of NVQ 2 (or equivalent) is essential. Applicants should have several years’ experience of commercial catering, ideally but not essential in a similar environment, and be capable of preparing meals using basic ingredients.

Terms of Service

Start date

As soon as possible.

Hours of Work

Normally any 5 days in seven, during term time only. We have vacancies for both 25, 30 and 40 hours per week positions. Hours can be discussed at interview.

This is a term time only position with the addition of two days at the beginning and end of each term to assist with deep cleaning.

The post-holder will be expected to work occasionally to support school events, including but not limited to: dining-in nights and an annual Saturday open-day each June (attendance required 8.00am until 6.00pm).

Before and during these occasions it is likely that additional hours will be required: these should be authorised in advance by the Head of Catering & Hospitality.

There may be the opportunity to work extra hours during school holidays for additional pay, at events held for external customers or to support third party residential group bookings.

Salary

The salary for this role is £23,139.00 per annum (FTE). Salary is paid monthly, in arrears, to a nominated bank account in 12 equal payments. Salary levels are reviewed on 1 September annually and this appointment will next be reviewed in September 2021.

Uniform and Food

Certain items of uniform will be provided, including trousers, jacket and hat. The College will provide the post holder with non-slip plain black shoes. All items must be kept clean and in good repair. The routine laundering of clothing items will be arranged through the College's Central Laundry. The Chef is not entitled to food at the College's expense.

Holidays

The College leave year runs from 1 September to 31 August. This position will be entitled to the statutory holiday requirements. These are presently 28 days. Any Public Bank Holiday occurring during term time is deemed to be a normal working day. All leave must be taken by prior arrangement with the Catering Manager and must be taken outside of the school's term times.

Probation and Notice Periods

The first four working months of employment will be a probationary period. During this period conduct and performance will be reviewed. The College may extend the probationary period if it is deemed to be required. During the probationary period the notice required to terminate employment will be one week (by either the employee or employer). The notice period will increase to one month upon the successful completion of the probationary period.

Pension and Life Cover

On employment, employees will be auto-enrolled into the College's pension scheme according to legislative thresholds. Those who are not eligible for auto-enrolment may still elect to join the College's pension scheme.

Initially, when joining the College's pension scheme, employees will become a member of the College's Group Personal Pension Plan (GPP). For this Plan, known as Tier 1, the employee contributes 5% and the employer 3%.

After 9 month's membership of the Tier 1 plan employees may opt to join Tier 2, which is also a Group Personal Pension Plan and the contributions are 5% from the employee and a 9% contribution from the College.

Employees in Tier 1 automatically qualify for a Life Cover of 2 times salary. On entry to Tier 2 Life Cover changes to 4 times salary.

Enhanced Disclosure and Barring Check

Winchester College is committed to safeguarding the welfare of children at the school. Therefore, this appointment will be subject