

Helpdesk Report: Assistant Director of Estates

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

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 role(s):

- Assistant Director of Estates

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 Assistant Director of Estates.

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.

Assistant Estates Directors in the NHS are typically employed on Band 8b or Band 8c, depending on the size of the trust and level of responsibility. The current salary range is between £54,764 and £63,862 (Band 8b) and between £65,664 and £75,874 (Band 8c) 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.

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

Construction, property and facilities job family, level 9, public sector

Job level	Salary count	Median	Average
Level 8	13	£52,418	£54,809
Level 9	8	£74,370	£76,919

Source: IDR Pay Benchmarker.

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.

Facilities Management, Construction and Property

Job role	Range £pa	Typical £pa
Facilities Director, South East England	£69,000 to £76,000	£76,000

Source: Hay Salary Guide 2022.

Support Function Roles, Education

Job role	Range £pa	Typical £pa
Director of Estates, South	£40,000 to £50,000	£45,000

Source: Reed Salary Guide 2022.

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.

2.1.4. Other data sources

Department Head, Estates Management, Rank 2

Selection criteria	Lower quartile	Median	Upper quartile
National Range	£50,191	£59,049	£69,678
Public Administration	£49,188	£57,868	£68,284
South East	£51,697	£60,820	£71,768

Source: Commercial survey.

3. Job advertisements

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

3.1.Data and summary

Assistant Director Estates & Facilities - job advertisements

Reference ID	Organisation	Job title	Min	Max	Location
ID540	Sparshot College	Director of Estates	£51,264	£55,959	Hampshire
ID541	University of Bristol	Head of Facilities	£53,348	£60,022	Bristol

3.2.Job advertisements

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