

# Helpdesk Report: People Services Operations Manager

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):

- People Services Operations Manager

## 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 People Services Operations Manager.

#### 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.

People Services manager roles in the NHS are typically employed on Band 7 and the current salary range is between £40,057 and £45,839 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.<sup>1</sup> Please note that roles in inner London typically attract a 10% premium at this job level.

#### HR Manager, job level 7

Sector	Company count	Lower quartile	Median	Upper quartile	Average
Whole economy	42	£43,748	£48,854	£52,928	£48,333
Private sector	21	£46,440	£50,130	£55,000	£50,430
Public sector	13	£40,748	£41,973	£45,095	£42,331

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.

#### Human Resources, public sector

Job role	Range £pa	Typical £pa
Employee Relations Manager, London	£40,000 - £55,000	£55,000

Source: Hays Salary Guide 2022.

<sup>1</sup> 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

##### Employee Relations Manager, rank 3

Selection criteria	Lower quartile	Median	Upper quartile
National Range	£37,672	£44,320	£51,411
Public Administration	£37,295	£43,877	£50,897

Source: Commercial survey.

### 3. Job advertisements

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


#### 3.1.1. Data and summary

##### People Services Operations Manager - job advertisements

Reference ID	Organisation	Job title	Min	Max	Location
ID624	Ambitious about Autism	People Business Partner	£42,000	£46,000	London

#### 3.1.2. Job advertisements

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

 (/jobs/) / Search & Apply (/jobs/vacancy/find/results/action/posbrowser\_resetto/?pagestamp=7d8dba8e-23cc-4a0d-b9e0-86574a265af2) / Job description

< Back to results (/jobs/vacancy/find/results/action/posbrowser\_resetto/?pagestamp=7d8dba8e-23cc-4a0d-b9e0-86574a265af2)

**Location: The Pears National Centre for Autism Education**

**Salary: £42,000 £46,000 (Depending on skills and experience)**

**Contract Type: Full Time      Vacancy Type: Permanent**

**Closing Date: 10 August 2022**

**People Business  
Partner (0336)**

0:00 / 3:27

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At Ambitious about Autism, we are currently looking for a People Business Partner to join the People Team.

As the People Business Partner, you will provide guidance on people practices such as employee relations, succession planning, policies, wellbeing, staff retention, engagement program, learning and development. This role will be integral in the team to ensure we deliver the right outcomes to the organisation and deliver the people and organisational strategy for the next 3 years.

You will:

- Provide expert guidance on people practices including, employee relations, succession planning, policies, wellbeing, staff retention, our engagement program, learning and development.
- Act as a point of contact for people expertise for the organisation.
- Influence and build business partnering relationships with people around the organisation, working in collaboration with



stakeholders with your designated organisational area.

This is a fantastic opportunity to help develop and support the work we do. In return, you will have access to continued professional development (CPD), excellent benefits including support for wellbeing, generous holiday allowance and a friendly and supportive team. Please see our recruitment pack on the link below.

If you have any questions about the role or would like to have a confidential call, please contact Stephen Vickers on 020 8815 5439

Ambitious about Autism is fully committed to equality of opportunity and diversity and we warmly welcome applications from all suitably-qualified candidates. We welcome applications regardless of race, colour, nationality, ethnic or national origins, religion or belief, sex, sexual orientation, gender reassignment, marital or civil partner status, pregnancy or maternity, disability, or age. All applications will be considered solely on merit.

Ambitious about Autism is committed to safeguarding and promoting the welfare of children and young people and successful candidates will be subject to an Enhanced DBS check.

The Safeguarding responsibilities of the post as per the job description and personal specification.

Whether the post is exempt from the

rehabilitation of Offenders Act 1974 and the amendment to the Exceptions Order 1975, 2013 and 2021. This means that when applying for certain jobs and activities certain spent convictions and cautions are 'protected', so they do not need to be disclosed to employers, and if they are disclosed, employers cannot take them into account. Further information about filtering offences can be found in the [DBS Filter Guidance](#).

(<https://www.gov.uk/government/publications/dbs-filtering-guidance>)

#### Documents

- People Business Partner JD July 2022 .pdf (0.69 MB) (/jobs/vacancy/people-business-partner-muswell-hill/354/description/ajaxaction/downloadfile/?id=22434&pagestamp=7d8dba8e-23cc-4a0d-b9e0-86574a265af2)

Apply Now (/jobs/vacancy/people-business-partner-muswell-hill/354/description/action/apply/?pagestamp=7d8dba8e-23cc-4a0d-b9e0-86574a265af2)

Apply Now (/jobs/vacancy/people-business-partner-muswell-hill/354/description/action/apply/?pagestamp=7d8dba8e-23cc-4a0d-b9e0-86574a265af2)

**Meet the recruiter**