

# Helpdesk Report: People Operations Manager

by

Incomes Data Research

June 2023

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 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 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.

Senior HR Manager roles in the NHS are typically employed on Band 8a or 8b depending on the size of the trust. The current salary range for Band 8a is between £56,992 and £61,522 a year outside of London and high-cost areas in the South East/South. The current salary range for Band 8b is between £67,285 and £71,978 a year outside of London and high-cost areas in the South East/South.

### 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>

#### HR job family, whole economy, job level 8

| Sector                  | Median  | Average |
|-------------------------|---------|---------|
| Whole economy, Scotland | £60,952 | £60,804 |
| Public sector, Scotland | £58,972 | £57,828 |

Source: IDR Pay Benchmarker.

### 2.1.3. Recruitment data

The data in this section is based on analysis of recruitment salaries for 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.

#### HR Manager

| Job role                                 | Range £pa         | Typical £pa |
|--|-------------------|-------------|
| Head of HR, public sector, Scotland      | £50,000 - £60,000 | £57,000     |
| Head of Payroll, whole economy, Scotland | £50,000 - £70,000 | £60,000     |

Source: Hays Salary Guide 2023.

<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.