



## Market Supplements Summary September 2015

**CAPITA**  
**ECC**® Educational Competencies  
Consortium Ltd

# CAPITA

This short report summarises the number of ECC member HEIs paying market supplements for the roles surveyed as part of the regular ECC Pay and Labour Market Surveys.

The report shows the latest position where jobs have been surveyed more than once.

The results of the surveys show very few HEIs pay market supplements.

Further details of the numbers of HEIs experiencing recruitment and retention difficulties for these roles and the levels of market supplement paid can be found in the original survey reports.

<b>Job Category (Pay &amp; Labour Market Survey No. and Date)</b>	<b>Job Level</b>	<b>Supplement Paid?</b>	<b>Number Paying (Sample)</b>
<b>Accountancy</b>			
Financial Accountant (23; March 2014)	Part Qualified	No	
	Newly Qualified	No	
	Qualified	Yes	1 (24)
	Senior/Chief	Yes	1 (23)
Management Accountant (23; March 2014)	Part Qualified	No	
	Newly Qualified	No	
	Qualified	No	
	Senior/Chief	Yes	1 (27)
<b>Administrative</b>			
(16; July 2011)	Assistant	No	
	Officer	No	
	Manager	No	
<b>Admissions</b>			
(16; July 2011)	Officer	No	
	Manager	No	
<b>Alumni Development/ Fundraising</b>			
(16; July 2011)	Officer	No	
	Manager	Yes	1 (14)
	Head	Yes	1 (13)
<b>Building Surveyor</b>			
(23; March 2014)	Surveyor	No	
	Senior Surveyor	No	
<b>Business Development</b>			
(26; March 2015)	Officer	Yes	1 (19)
	Manager	No	
	Director/Head	No	
<b>Business Intelligence/ Management Information</b>			
(25; Sept 2014)	Officer/Analyst	Yes	1 (21)
	Head	Yes	1 (19)
<b>Careers</b>			
21 (July 2013)	Adviser	Yes	1 (21)
	Senior Adviser	Yes	1 (19)
	Manager	No	
<b>Catering Services</b>			
(27; June 2015)	Catering Assistant	No	
	Cook	No	
	Catering Production Chef	No	
	Sous Chef	No	
	Executive Head Chef	Yes	1 (15)
	Catering Unit Manager	No	
	Head of Catering Services	No	

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<b>Communications</b> (22; Oct 2013)	Officer	No	
	Manager	No	
	Head	Yes	1 (20)
<b>Counselling</b> (21; July 2013)	Counsellor	Yes	1 (26)
	Counselling Service Manager	No	
<b>Disability/Learning Support</b> (24; June 2014)	General Support Worker	No	
	Specialist Support Worker	No	
<b>Engineering Roles</b> (23; March 2014)	Electrical Engineer	No	
	Mechanical Engineer	No	
<b>Energy/Environmental</b> (26; March 2015)	Manager	No	
<b>Equality &amp; Diversity</b> (26; March 2015)	Officer/Advisor	No	
	Manager	No	
<b>Facilities</b> (18; April 2012)	Manager	No	
<b>Foreign Languages</b> (20; Jan 2013)	Language Assistant-Lektor	No	
<b>Health &amp; Safety</b> (22; Oct 2013)	Advisor/Officer	No	
	Manager	No	
<b>HR</b> (26; March 2015)	Officer	No	
	Manager	No	
	Business Partner	No	
	Head	No	
<b>International Recruitment</b> (21; July 2013)	Officer	No	
	Manager	Yes	1 (21)
	Director	No	
<b>IT</b> (25; Sept 2014)	Business Analyst	Yes	1 (21)
	Senior Business Analyst	No	
	Help Desk Team Leader	No	
	Help Desk/User Support Manager	No	
	Project Manager	No	
	Senior Project Manager	Yes	2 (21)

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<b>IT (continued)</b> (25; Sept 2014)	Software Developer	Yes	2 (21)
	Senior Software Developer	Yes	2 (20)
	Software Development/ Programming Manager	Yes	1 (15)
	Systems Developer/Analyst Programmer	Yes	3 (27)
	Senior Systems Developer/ Analyst Programmer	Yes	3 (24)
	Systems Development Team Leader/Manager	Yes	2 (26)
	Web Developer	Yes	1 (25)
	<b>Learning Technology</b> (20; Jan 2013)	Learning Technologist	No
<b>Library Roles</b> (27; June 2015)	Library Assistant	No	
	Senior Library Assistant	No	
	Librarian	No	
	Academic Subject Librarian	No	
	Library Services Manager	No	
<b>Maintenance</b> (17; Dec 2011)	General Maintenance Assistant/Handyman	No	
	Plumber	No	
	Electrician	No	
<b>Marketing</b> (24; June 2014)	Officer	No	
	Manager	No	
	Head	No	
<b>Nursery</b> (24; June 2014)	Nurse	No	
	Senior Nurse	No	
	Manager	No	
<b>Payroll</b> (21; July 2013)	Payroll and Pensions Manager	Yes	2 (24)
	HR/Payroll System Manager	No	
<b>Porter</b> (27; June 2015)	Porter	No	
<b>Project Manager</b> 22 (Oct 2013)	Business Related Strategies - Project Manager	No	
	Business Related Strategies - Snr Project Manager	Yes	1 (7)

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<b>Project Manager (continued)</b> 22 (Oct 2013)	Capital Projects - Manager	Yes	1 (11)
	Capital Projects - Senior Manager	Yes	2 (8)
	Estates - Manager	Yes	1 (16)
	Estates - Senior Manager	No	
	Estates - Head of Projects	No	
<b>Purchasing/Procurement</b> 23 (March 2014)	Officer	No	
	Manager	Yes	1 (18)
	Head	Yes	1 (19)
<b>Quality Assurance</b> (16; July 2011)	Officer	No	
	Manager	No	
<b>Research</b> (21; July 2013)	Research Development Co-ordinator	No	
<b>Secretarial</b> (26; March 2015)	Senior Secretary/PA	No	
	PA/Executive Assistant	No	
<b>Security</b> (27; June 2015)	Officer	No	
	Manager	No	
<b>Space Planning &amp; Timetabling</b> (21; July 2013)	Co-ordinator	No	
	Space Planning Manager	No	
<b>Sports</b> (24; June 2014)	Instructor	No	
	Development Officer	No	
	Development Manager	No	
	Head of Sport	No	
<b>Student Accommodation</b> (24; June 2014)	Officer	No	
	Manager	No	
<b>Student Advice &amp; Welfare</b> (21; July 2013)	Advisor/Officer	No	
<b>Student Recruitment &amp; Admissions</b> (24; June 2014)	Officer	No	
<b>Technicians</b> (26; March 2015)	Teaching Support Technician	No	
	Senior Technician	No	
	Head of Technical Support Services	No	