



Insights

Benchmarking Report

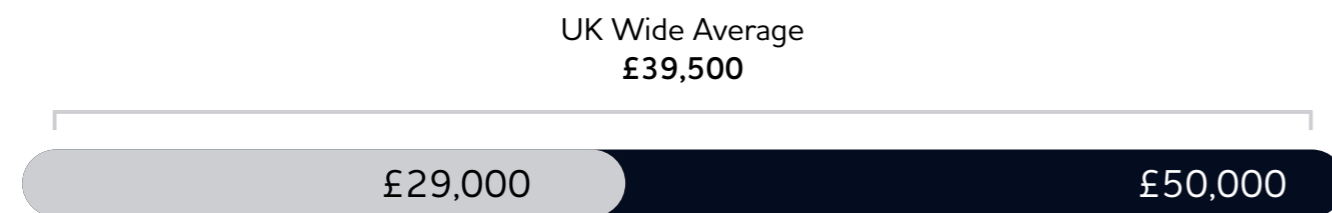
Adult Social Care Salary Benchmarking Report





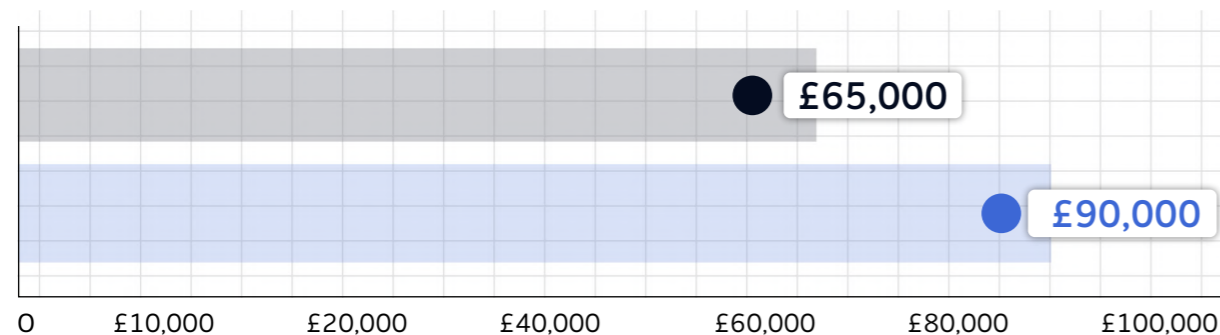
Registered Manager

Whilst salaries have remained consistent over the last 3 years there has been a notable increase in the complexity of services, with many single occupancy services now common place attributed to the transforming care agenda and pursuit of higher margins by providers to navigate funding issues. Notably there has also been considerable growth in supported living services, common place are service managers / team leaders who hold responsibility for the individual building but not registration. These positions on average are paid from £30,000 - £35,000 with Area Managers instead often holding multiple registrations. Salaries here will often fall between £40,000 - £45,000.



Head of Operations

Low High

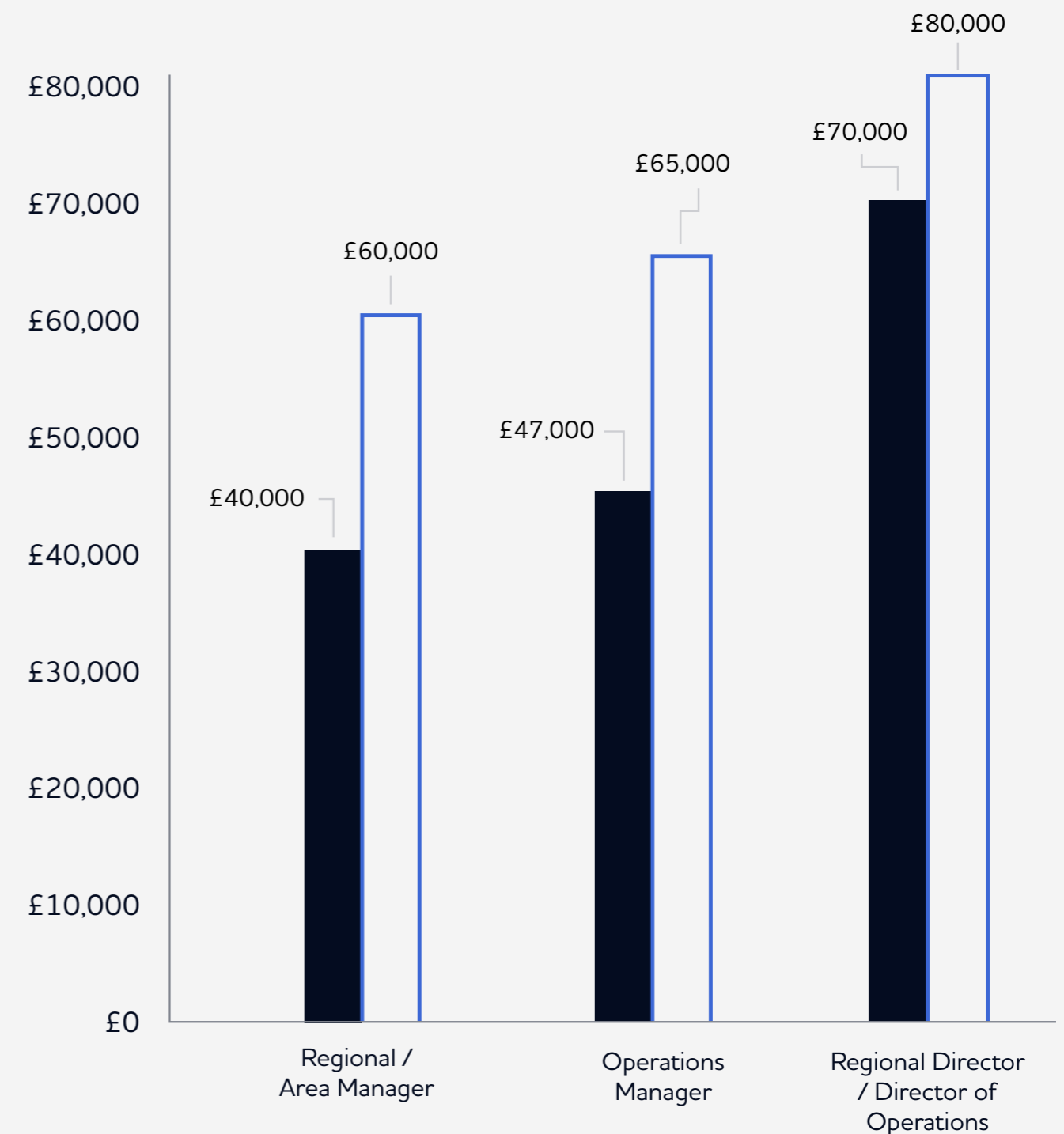


Salaries have remained firmly within the £65,000 - £90,000 range, with the key influences being the nonprofit / private sector disparity and the scale of service offering. Within private providers, salaries have remained relatively fixed, with businesses open to offering £80,000 - £90,000 for a Head of Operations over the past 3 years, slotting in just below the £90,000 sector norm for director-level appointments. Higher paying positions here maintain oversight of either a higher quantity of settings or cover not only adult services, but also children's – a sector where higher salaries are more prevalent.

Regional Manager

Consistently around £40,000 - £45,000 between 2021 and 2023. We have seen an 11% uplift in base salary as well as car allowance becoming the industry norm. This can be attributed to increased services and therefore increased competition for strong candidates and larger remits. It is very rare roles of this nature will have bonuses attached – these are instead reserved for Ops Director and commercially led posts.

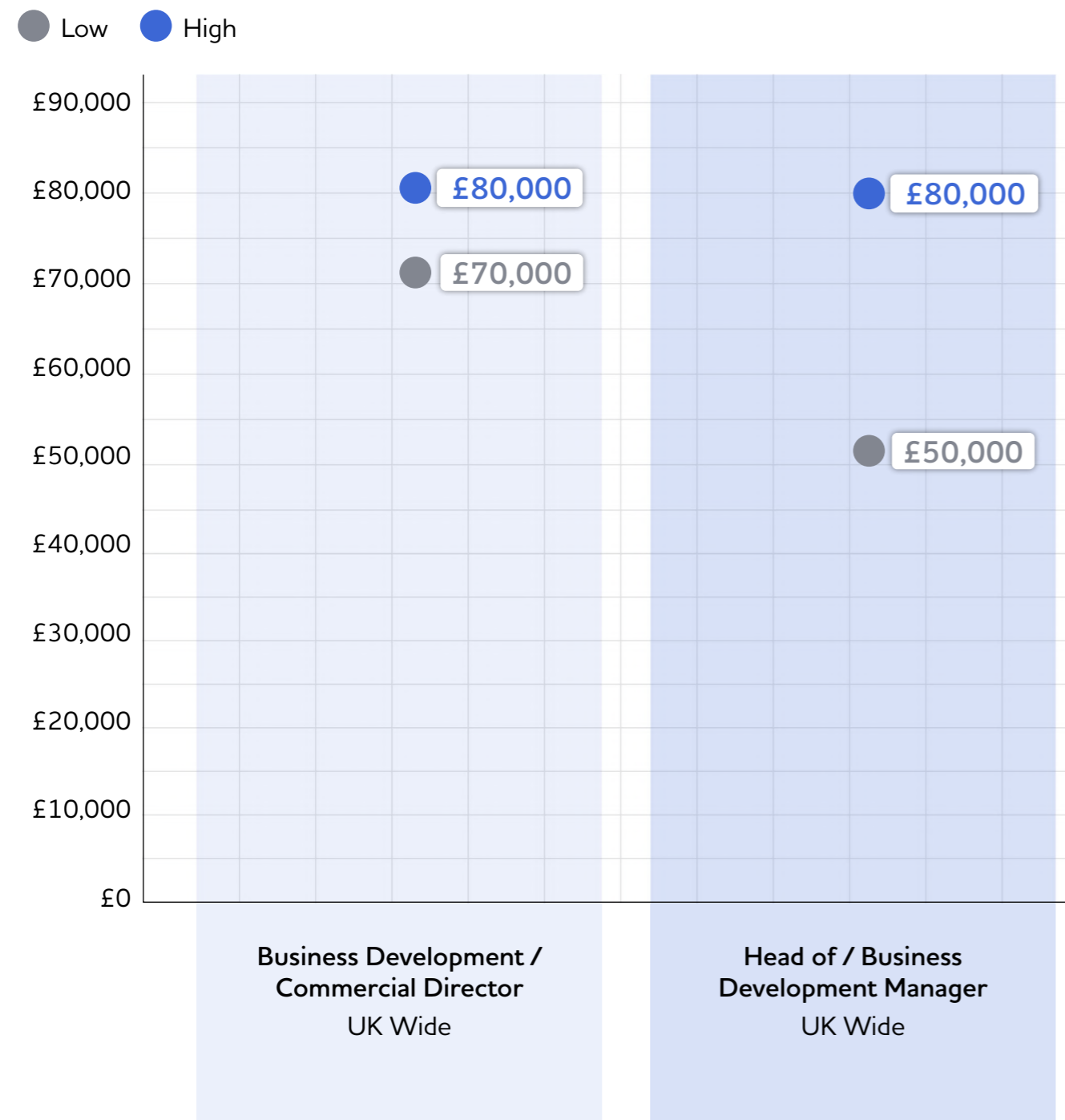
Minimum Maximum





Business Development Manager

With the recent budget news our data shows an increase in commercially led appointments, with a real desire by providers to invest in proven business development / commercial managers. I can only assume this is direct response to the proposed employers NI / minimum wage rises. In addition to an average basic salary of £50,000 - £60,000 (top end) providers are now incentivising employees further with commission led schemes that range from 15% of a newly negotiated uplift, £150 for a placement within an existing service or £300 for new services. These numbers were quoted by large players in the market who require higher occupancy rates and consistent pipelined referral.



Quality Manager

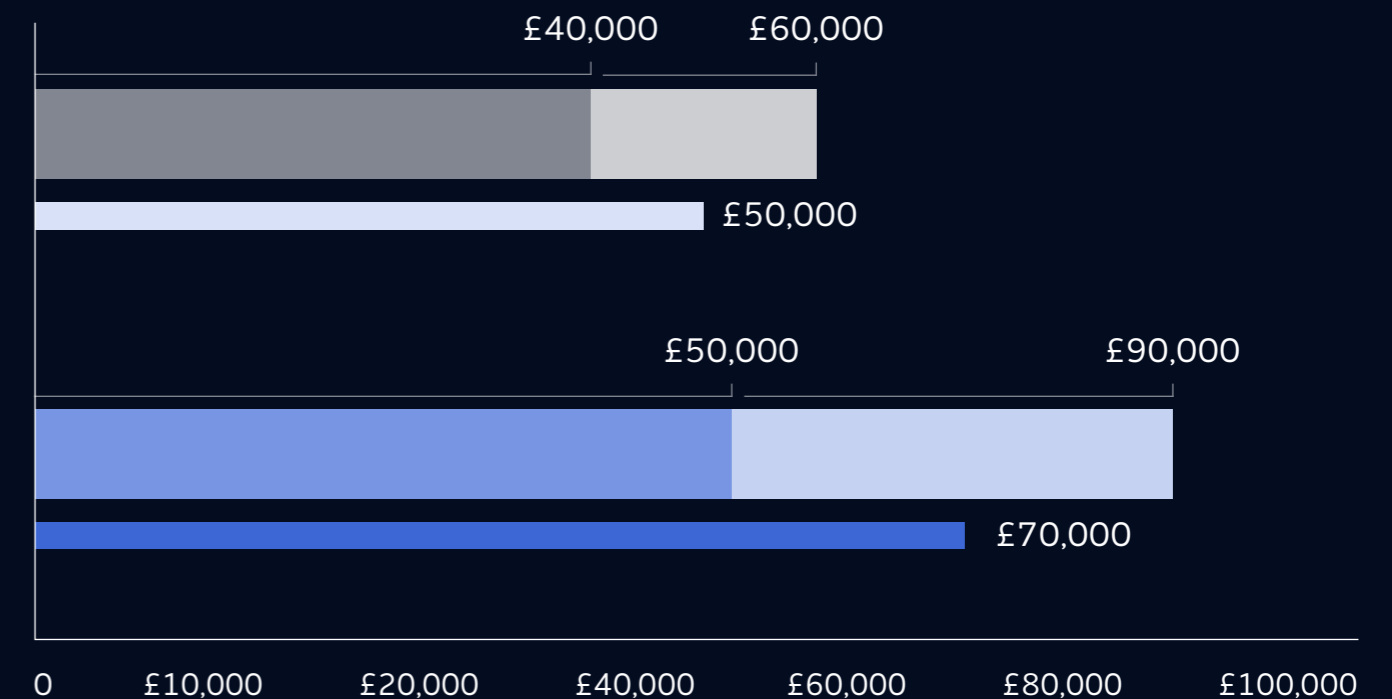
Head of Quality

Many of the more established providers in the sector have fortified their service offering by either introducing or investing further in a quality function. Since the single assessment framework was announced (even preceding its release) we saw that there was a noticeable uptick in quality-focused vacancies. This was particularly evident in leadership roles at either medium-sized independent businesses hoping strengthen their services with more robust systems, or at larger, equity-backed organisations whose operations teams need support driving up the quality of recently acquired services.

Average

● Quality Manager

● Head of Quality



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🌐 Connect



Team Breakdown



14 Years

Senior Appointments


Stuart Cousins
Head of Compass Associates



11 Years

Senior Appointments AHP & Psychiatry

Adam Brenton
Director of Healthcare & Specialist Services



11 Years

Senior Appointments


Ani Abello
Associate Director



11 Years

Adult Care

Chris Burgess
Senior Consultant



3 Years

AHP & Psychiatry


Jennifer Marr
Senior Consultant



4 Years

Children's Care & Education

Jordanna Osborn
Senior Consultant



8 Years

Complex Care Mental Health
Neurorehabilitation AHP & Psychiatry


Lijani Cherry
Divisional Manager



4 Years

AHP & Psychiatry Adult Care
Children's Care & Education

Lynette Robb
Senior Principal Consultant



10 Years

Nurseries

Matt Sheppard
Senior Principal Consultant



3 Years

Adult & Children


Andy Munyimi
Senior Consultant



2 Years

HR Finance Marketing

Simon Codling
Consultant



2 Years

Complex Care Mental Health
Neurorehabilitation

Ed Amaral
Consultant



2 Years

Complex Care Mental Health
Neurorehabilitation

Ashley Collishaw
Managing Consultant



4 Years

Children's Care & Education

Morgan Whelan
Managing Consultant



11 Years

Adult Care


Laura Bloomfield
Principal Consultant



1 Year

Adult Care Mental Health

Aleksandra Siedlecka
Consultant



1 Year

Children's Care & Education

Mehrab Shah
Consultant



1 Year

Children's Care & Education

Madeleine Crosley
Consultant



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