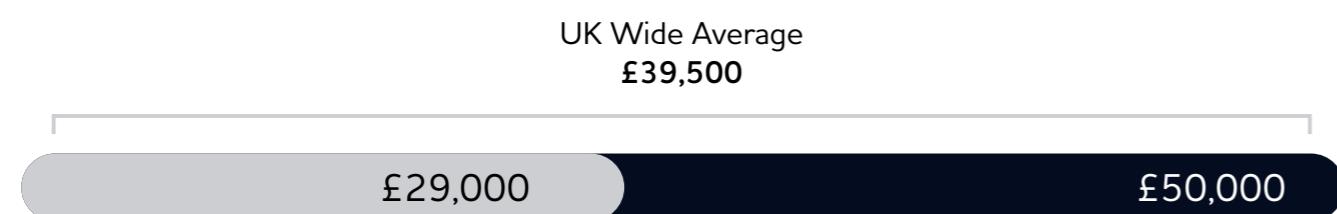




Registered Manager

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.



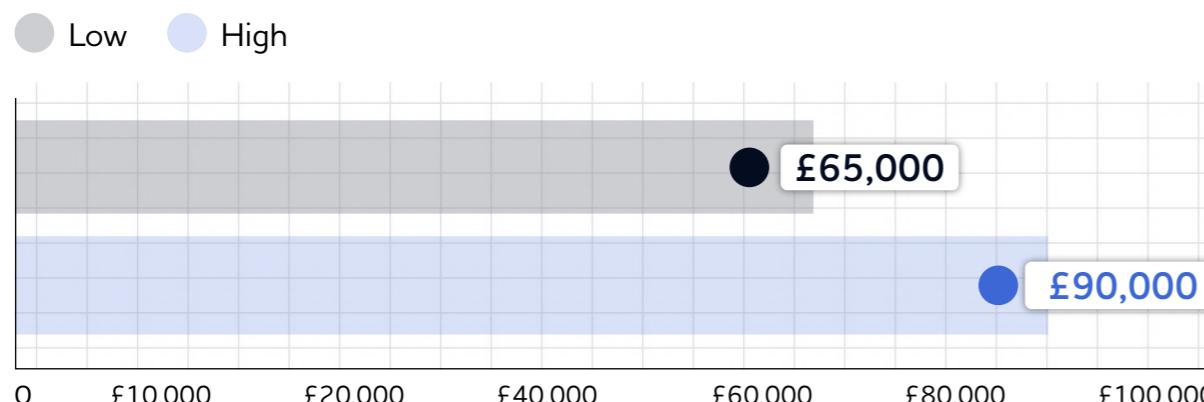
Regional Manager

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



Head of Operations



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.



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.

● Low ● High



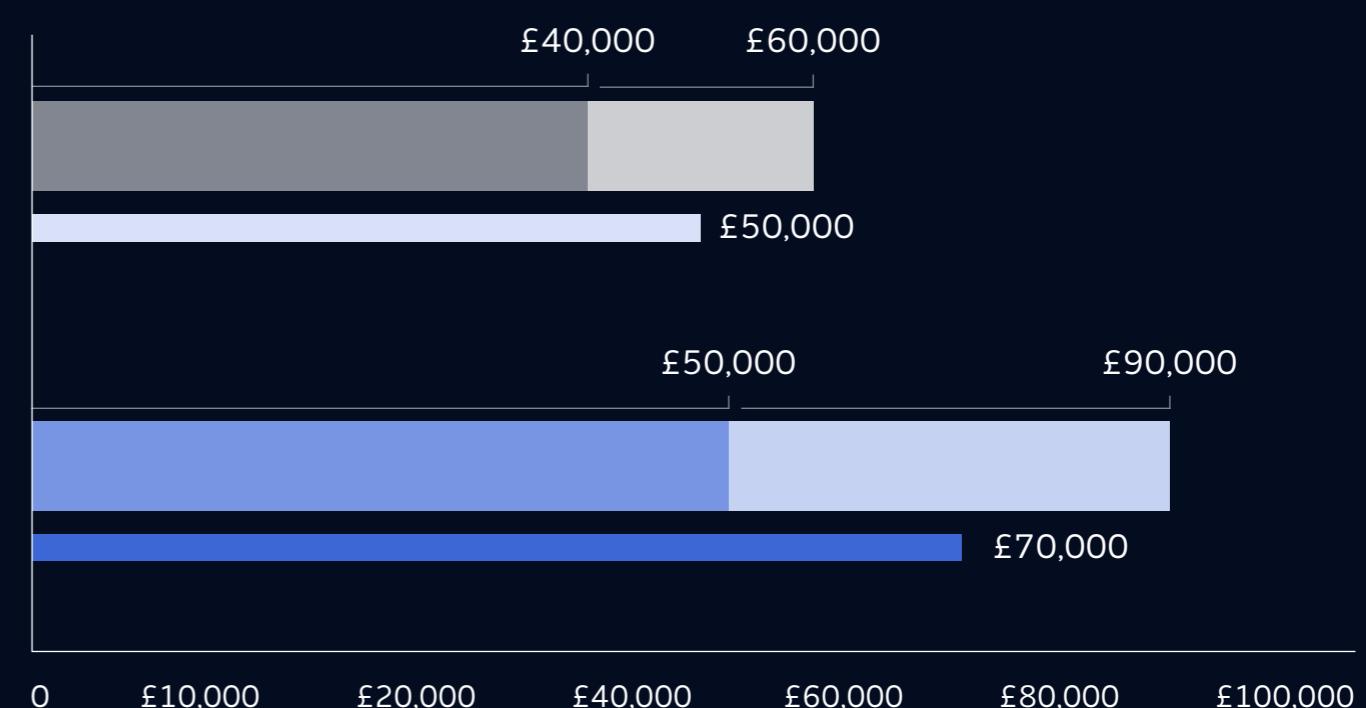
Quality Manager

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 to 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

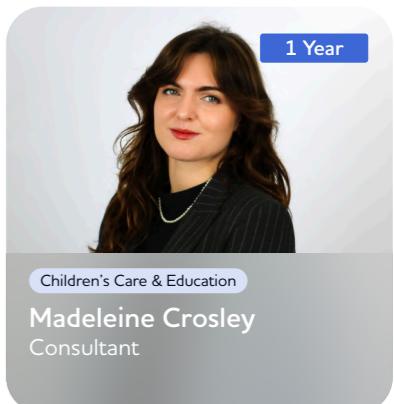
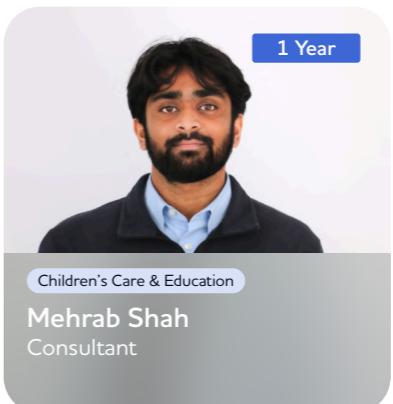
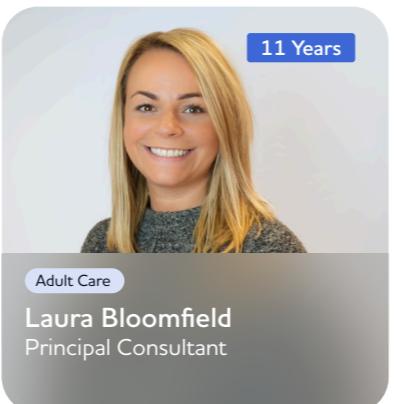
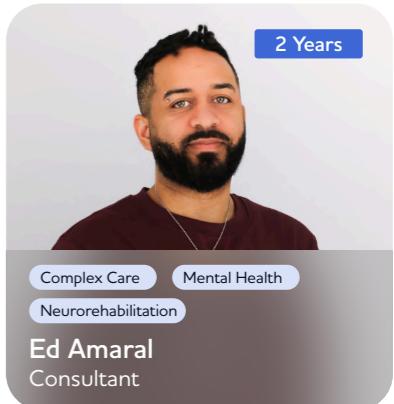
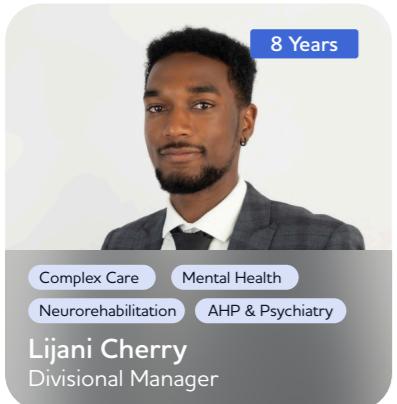
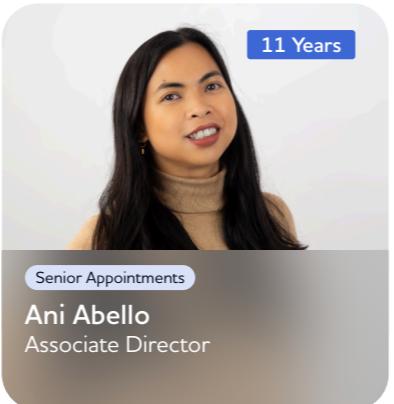


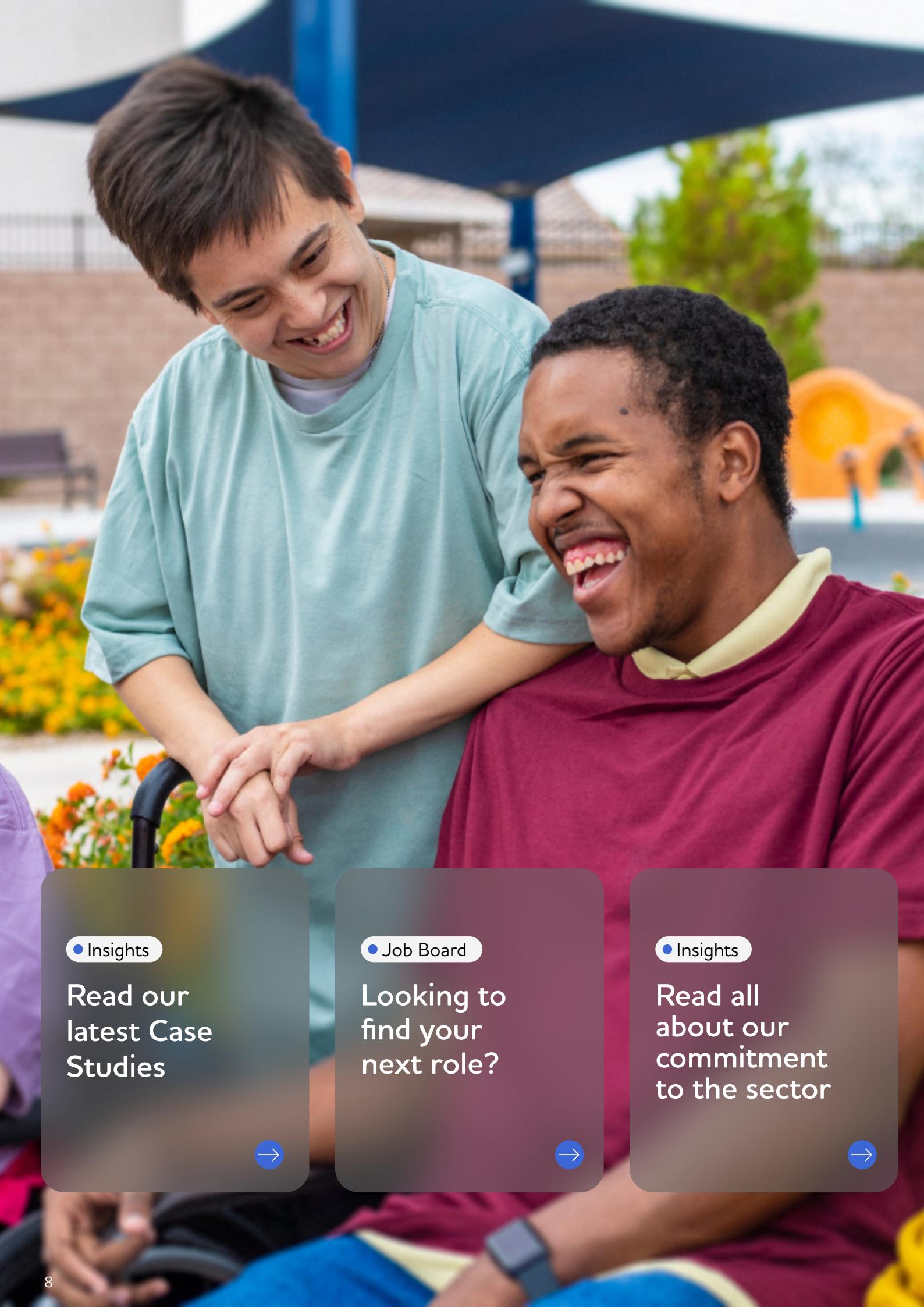
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