

Appendix 3

Market supplement – Salary comparison

Summary

A benchmarking exercise has been conducted across a broad range of public sector and private sector bodies, on roles similar in nature to that required for the FHSF Programme Manager. The information detailed below evidences the need for a market supplement in order to ensure the correct candidate, with the right level of experience and qualifications can be recruited.

Public sector

Role	Advertisement Period	Authority	Salary Range	Tenure	Main areas of responsibility	Comments
Regeneration Manager	Oct-20	Test Valley Borough council	£66,926 - £73,606	permanent	Delivery on specific Town Centres Regeneration projects	Programme Management focused, technical role.
Capital Programmes Manager	Jan-21	Lambeth	from £64000	permanent	Delivery on specific Town Centres Regeneration projects	Programme Management focused, technical role. London weighted
Regeneration PMO Manager	Feb-21	Wirral Metropolitan Borough council	£57,032 to £59,894	permanent	Delivery on specific Regeneration projects	Programme Management focused, technical role.

The table represents a similar selection of roles across the public sector.

The average salary for these roles are between **£62,000** and **£68,000**. All of them are delivering with capital programmes similar in nature and scale to that of the Tamworth Future High Streets Fund programme. It is recognised that many of these are unitary Councils or are in London and may attract a slightly higher salary than a District Council. It has been difficult to identify all additional benefits associated with these roles, but a fair assumption has been made that they all have similar terms and conditions to Tamworth Borough Council.

Private sector

It is difficult to directly compare pay scales with the private sector due to privacy and flexibility around pay, however the role of Programme Manager, would be seen to be appropriate for an Associate director / Director level at a relevant project manager consultancy or construction

company. This would mean some having a minimum of 5 years' experience post achieving a relevant qualification.

To benchmark this, average hourly rates have been taken for Associate directors and Directors from a significant national public sector framework. The framework used or the companies on that framework cannot be named for reasons of strict confidentiality. The following should be noted:

- Hourly rates are the invoice total for the time of that individual not actual salary.
- Salaries have been calculated at 1/3 of total billable time (5 days a week over 46 weeks of the year)
- Companies on frameworks may put in a lower hourly rate price to secure work.
- Private sector organisations pay is higher than public sector but have different level of additional benefits packages (e.g pension contributions, healthcare, car schemes)

Role	Average hourly rate	Equivalent salary
Associate director	£800	£61,500
Director	£1154	£88,5000

These salaries have been tested with colleagues in the private sector who have advised that dependent upon experience and the size of the organisation, an Associate Director would expect to earn between £60,000 up to a maximum of £80,000.