



SPVS SALARIES
SURVEY
2014

NURSES' SALARIES

In all 861 responses were received, slightly fewer than last year. Of these, 5 were directors in a corporate practice, although only 3 said that they received a dividend. 28 (3.3%) of all respondents were male.

The graphs below show the distribution of responses by practice type and region:

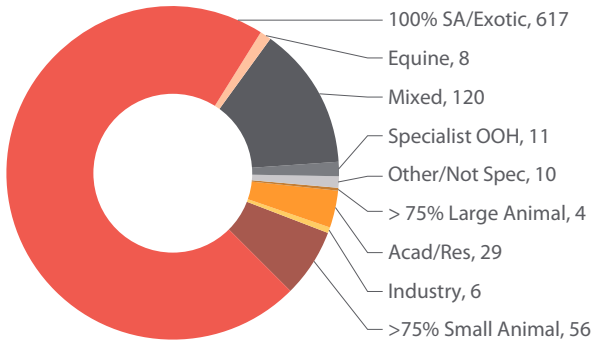


Figure 1: Distribution of respondents by practice type (i)

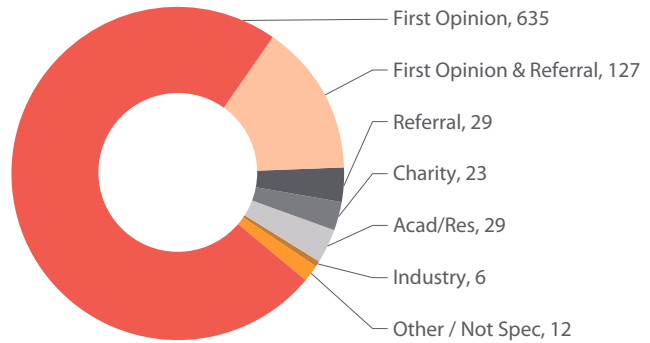


Figure 2: Distribution of respondents by practice type (ii)

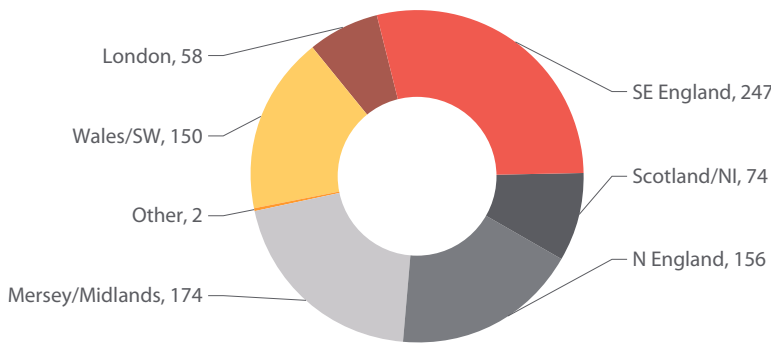


Figure 3: Respondents by region

	Number		%
I am currently a student (VN or other qualification)	103		12.0%
I am a qualified VN	731		84.9%
I am a registered VN		683	
I have a veterinary nursing degree		128	
I have a veterinary nursing diploma		68	
I have an advanced veterinary nursing diploma		33	
I am a qualified Veterinary Care Assistant (VCA) or ANA	15		1.7%
Did not specify	12		1.4%

Table 1: Respondents by status

NURSES' SALARIES

General Comments

Contract of Employment

88.7% of respondents said they had a written contract of employment, which is slightly lower than the figure from last year.

Full-time or Part-time

As in previous years, full-time employees we defined as those working 35 or more hours a week, but the division is necessarily somewhat arbitrary and 30 respondents said they worked between 30 and 34.5 hours. This year 188 responses were received from part-time employees.

Contractual Hours and 'Hourly Rate'

As in the previous survey, a notional figure of 'annual contractual hours' was derived to give an hourly rate. This was calculated by dividing total number of days holiday (including bank holidays) by the number of days worked per week and subtracting this from 52 to give the actual number of weeks worked per year. This figure is then multiplied by the contractual hours as stated to produce the annual contractual hours. The hourly rate is then given by the total salary package divided by the annual contractual hours. It should be noted that this is not the actual hourly rate of pay (as holidays are 'paid' annual leave) but we believe that the figures given by this calculation allow a better comparison between differing remuneration packages, given the variation in terms and conditions offered by employers, hence its use here.

Contractual Hours v. Actual Hours

The distribution of contractual hours stated is shown in the graph below which follows a similar pattern to previous years. 3 respondents stated that their contractual hours exceeded 90 per week, and 2 did not answer this question.

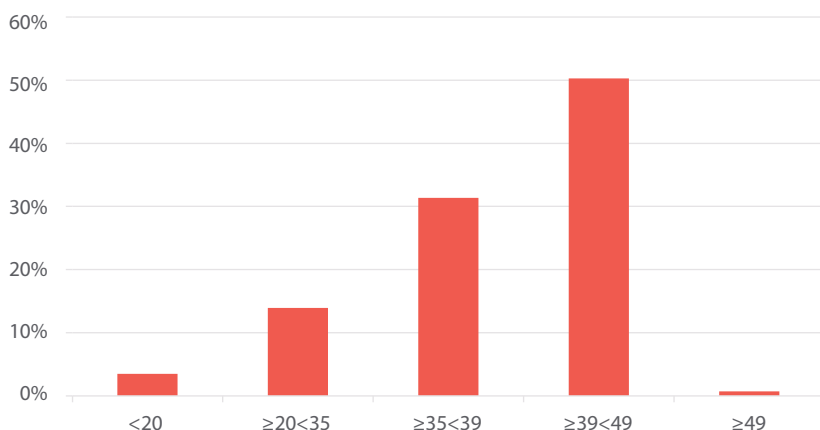


Figure 4: Percentage of respondents with stated number of contractual hours per week

The median number of contractual hours for all respondents was 39, compared to 38 last year. Only 0.8% of respondents were contracted to work more than 48 hours per week, compared to 10.1% for veterinary surgeons. The survey did not ask whether those who worked more than 48 hours per week had signed an opt out agreement as required under the Working Time Regulations (1998). The median number of hours actually worked was 40. 63.2% of nurses say they worked between 0.5 and 30 hours more than they were contracted to do, with a median figure of 3.5 hours, similar to last year.

Weekend and Out-of-Hours (OOH) Working

Nights

513 out of 861 respondents (59.6%) said they worked nights. The figure in the last survey was 61%. Of those who gave a figure (412) the median number of nights worked per year was 42 compared to 40 last year and the range was 1 to 340.

Weekends

The table below shows the numbers working Saturday and Sunday, both daytime hours present at the surgery, and additional hours on call:

	Saturday Daytime	Sat. Additional Hours On-Call	Sunday Daytime	Sun. Additional Hours On-Call
% Working	87.7%	34.6%	54.4%	24.4%
Median Annual No.	12	-	10	-
Median Hours	7 ¹	122	8 ³	16 ⁴
Range (Hours)	2 - 24 ¹	0.5 - 24 ²	0.5 - 24 ³	1 - 24 ⁴
Range (No of days)	1 - 52	-	1-150	-

Table 2: Weekend working

¹65 respondents gave figures in excess of 24 which may have been an error or represented an aggregated amount, so they have been excluded from these figures

² 53 gave figures in excess of 24 and have been excluded from these figures

³ 27 gave figures in excess of 24 and have been excluded from these figures

⁴ 24 gave figures in excess of 24 and have been excluded from these figures

Remuneration for Nights and Weekends

Of the 837 nurses who answered this question, 47.3% of respondents received either time off in lieu or payment above their basic salary for working weekends. A further 36.6% felt that they received payment within their basic salary for such work and only 2.9% felt they did not receive any remuneration for such work, with the remaining 13.3% answering 'Not applicable'.

Directors

5 Nurses stated that they were company directors but only one of these and two others stated that they received a dividend as part of their remuneration package. The median salary of those who stated they were directors was £33,345, compared to £19,426 for the others, and £19,500 overall, so because of the relatively small numbers they have been included in the overall analysis this year.

Student Loans

218 nurses (25.3%) had a student loan when they qualified. The numbers are shown below, with the percentages expressed as a proportion of these 218 respondents:

	At Graduation		Current loan status	
	Number	%	Number	%
I did not have a loan/I have paid it off	-	-	18	8.3%
Up to £10,000	65	29.8%	69	31.7%
£10,001 to £20,000	77	35.3%	65	29.8%
£20,001 to £30,000	48	22.0%	42	19.3%
£30,001 to £40,000	20	9.2%	17	7.8%
£40,001 to £60,000	6	2.8%	6	2.8%
£60,001 to £85,000	2	0.9%	1	0.5%

Table 3: Student loans

NURSES' SALARIES

Calculation of Salary Package

For the purpose of this survey a salary package was calculated in the same way as for veterinary surgeons, which, in addition to the basic salary, consisted of a number of elements that are summarised in the table below:

Salary Package Element	Number Receiving	% Receiving	Range	Median 2013	Median 2014
Performance Related Pay	212	24.60%	£100 - £350	£150	£200
Payment for OOH	336	39%	£300 - £1,500	£720	£657
Accommodation/Allowance	21	2.40%	£3,000 - £7,000	£4,000	£4,000
Car/Allowance	15	1.70%	£227 - £2542	£2,465	£2,542
Fuel for Private Use	3	0.30%	-	£2,929	£3,128
Subscriptions	282	32.80%	£64 - £127	£85	£100
CPD	580	67.40%	£250 - £500	£300	£350
Utilities	8	0.90%	£17 - £120	£850	£82
Subsidised Products	6	0.70%	£175 - £500	£190	£450
Permanent Health Insurance	0	-	-	£440	-
Private Medical Insurance	16	1.90%	£68 - £500	-	£251
Pension Contributions	151	17.50%	£150 - £1,000	-	£300
All Additions	739	85.80%	£400 - £1,706	£600	£700

Table 4: Salary package elements

If respondents could not give a taxable value for the car or private fuel allowance they received, then a notional value was derived from the HMRC website, based on the most common type of car (which was a Ford Focus or Vauxhall Astra). The assumption was of a list value of £18,000, CO2 emissions of 109g/km and availability of the car and fuel allowance throughout the year. The mean value between petrol and diesel models was used, giving £2,542 annual taxable value for the car, and £3,128 for the fuel.

Flexible Benefits

In addition to the elements detailed above in Table 4 respondents were asked if they received other flexible benefits. These have not been quantified for the purposes of calculating the salary package, but the numbers receiving them are shown below:

Benefit	Number Receiving	% Receiving
Discounted/Free Pet Foods	714	82.9%
Discounted/Free Veterinary Treatment	753	87.5%
Flexitime	81	9.4%
Job-sharing	40	4.6%
Holidays (Buying extra; selling surplus)	60	7%
Shopping Schemes	39	4.5%
Child Care Vouchers	153	17.8%

Table 5: Flexible benefits

Annual Salary

The table below shows the value of the total annual salary package for full-time employees (those working 35 hours or more per week) in various categories. Please note that respondents may fall into more than one category.

Category	Number	Range	Median 2013	Median 2014
All F/T	704	£17,550 - £23,811	£19,676	£20,229
Students	94	£12,970 - £15,460	£13,400	£14,061
ALL Qualified Nurses	592	£18,550 - £24,367	£20,100	£21,000
Degree Holders	113	£18,500 - £24,000	£19,875	£20,615
Advanced Diploma	22	£20,708 - £26,216	£25,770	£23,565
Veterinary Care Assistant	11	£13,340 - £18,795	£13,051	£14,224

Table 6: Full-time salaries

There was no significant difference between the salary paid to nurses with a degree and all nurses; the median period qualified for these groups was 4.33 years and 5.75 years respectively. The differential for nurses with an advanced diploma was lower than in last year's survey, although this is a relatively small group, and therefore the comparison may not be valid.

The same breakdown is shown below for hourly rates, this time including part-time employees:

Category	Number	Range	Median 2013	Median 2014
All	831	£9.54 - £13.28	£10.12	£11.20
Students	100	£6.80 - £8.35	£7.25	£7.56
ALL Qualified Nurses	706	£10.16 - £13.68	£10.45	£11.58
Degree Holders	122	£10.13 - £13.61	£9.82	£11.39
Advanced Diploma	32	£11.95 - £15.39	£10.73	£13.54
Veterinary Care Assistant	14	£7.19 - £10.15	£8.56	£7.99

Table 7: Hourly rates for all employees

Again there is no significant difference between nurses with a degree and those without, but when we look at hourly rates, and subject to the same caveat as before, the differential for those with an advanced diploma has increased compared to last year.

Salary by Period Qualified

This year we have introduced a table to show how the hourly rate of qualified nurses changes with the period qualified. As might be expected, there is a tendency for the amount to increase the more experience the individual has.

Period Qualified	Number	Range	Median 2013	Median 2014
< 1 year	56	£8.86 - £10.42	-	£9.64
≥ 1 and <5 years	208	£9.80 - £12.45	-	£10.68
≥ 5 and <10 years	198	£10.51 - £13.56	-	£11.77
≥ 10 and <20 years	158	£11.31 - £15.08	-	£12.98
≥ 20 years	82	£12.07 - £16.88	-	£13.22

Table 8: Hourly rates per period qualified

NURSES' SALARIES

Salaries by Region

Respondents were asked to say which region they were from, as defined below:

- A. Wales and the South-West. (Wales, Avon, Channel Islands, Cornwall, Devon, Dorset, Gloucestershire, Somerset, Wiltshire)
- B. Greater London
- C. South-East. (Hampshire, Kent, Surrey, East Sussex, West Sussex, Isle of Wight, Bedfordshire, Berkshire, Buckinghamshire, Hertfordshire, Oxfordshire, Cambridgeshire, Essex, Norfolk, Suffolk)
- D. Scotland and Northern Ireland
- E. Northern England. (Humberside, Lancashire, North, South and West Yorkshire, Cleveland, Cumbria, Durham, Northumberland, Tyne & Wear, Isle of Man)
- F. Merseyside and the Midlands. (Derbyshire, Lincolnshire, Northamptonshire, Nottinghamshire, Staffordshire, Warwickshire, Leicestershire, West Midlands, Cheshire, Greater Manchester, Hereford & Worcester)

The first table shows the value of the total salary package for all full-time nurses (including students and VCAs), by region:

Region	Number	Range	Median 2013	Median 2014	% Change
Wales and South-West	122	£17,276 - £22,375	£19,100	£19,628	2.8%
Greater London	54	£20,269 - £26,987	£23,714	£24,125	1.7%
South-East	208	£18,037 - £24,372	£20,800	£21,030	1.1%
Scotland and N. Ireland	60	£18,000 - £22,674	£18,830	£20,000	6.2%
Northern England	123	£16,913 - £21,805	£19,025	£19,400	2.0%
Merseyside and Midlands	140	£17,075 - £22,832	£18,800	£19,800	5.3%

Table 9: Full-time salaries by region

Below is the hourly rate for all nurses (including students and VCAs), by region:

Region	Number	Range	Median 2013	Median 2014	% Change
Wales and South-West	144	£9.67 - £12.85	£10.55	£11.10	5.2%
Greater London	56	£11.02 - £14.98	£13.05	£13.19	1.0%
South-East	239	£9.54 - £13.76	£11.47	£11.57	0.9%
Scotland and N. Ireland	72	£9.77 - £12.94	£10.56	£11.06	4.7%
Northern England	151	£9.41 - £12.99	£10.71	£10.82	1.0%
Merseyside and Midlands	167	£9.23 - £12.91	£10.37	£10.52	1.4%

Table 10: Hourly rates by region

These results are further broken down between students and qualified nurses (all types) below. Because of their relatively small numbers, those with an advanced diploma are not shown separately, and veterinary care assistants are not included in these figures:

Region	Number	Range	Median 2013	Median 2014	% Change
Wales and South-West	12	£7.34 - £8.13	£7.57	£7.58	0.1%
Greater London	6	£5.28 - £7.35	£7.70	£6.51	-15.4%
South-East	37	£6.86 - £8.62	£7.99	£7.81	-2.2%
Scotland and N. Ireland	4	£5.39 - £6.78	£7.49	£6.04	-19.0%
Northern England	22	£7.08 - £8.79	£7.33	£7.58	3.0%
Merseyside and Midlands	19	£6.70 - £8.18	£7.48	£7.56	1.0%

Table 11: Students hourly rates by region

NURSES' SALARIES

Although the hourly rates for students seem to have fallen in some areas, the small number of respondents in regions B and D mean these figures cannot be seen as representative.

Region	Number	Range	Median 2013	Median 2014	% Change
Wales and South-West	127	£10.00 - £13.17	£10.65	£11.25	5.6%
Greater London	50	£12.50 - £15.43	£13.08	£13.68	4.6%
South-East	203	£10.56 - £14.29	£11.56	£12.12	4.8%
Scotland and N. Ireland	63	£9.98 - £13.09	£10.03	£11.30	12.6%
Northern England	128	£9.96 - £13.14	£10.24	£10.95	6.9%
Merseyside and Midlands	144	£9.80 - £13.12	£10.37	£11.09	6.9%

Table 12: Qualified nurses hourly rates by region