

## ACPOHE 2017 Pay and Grading Survey Results October 2017

89 members completed the survey. The survey was advertised on e-news in June, July, August and September 2017, with direct monthly emails to members from the ACPOHE administrator, Tracy Long, between June – September 2017.

### **Question 1: Are you an ACPOHE member?**

89 answered, 0 skipped

<b><u>Answer Choices</u></b>	<b><u>Responses</u></b>	
Yes	97.75 %	87
No	2.25 %	2
<b>Total</b>	<b>100 %</b>	<b>89</b>

### **Question 2: If you are a member, what is your membership type?**

87 answered, 2 skipped

<b><u>Answer Choices</u></b>	<b><u>Responses</u></b>	
Registered (via ACPOHE's routes 1-3)	33.33%	29
Standard (practicing member of CSP)	57.47%	50
Associate member (qualified health professional working in occupational health e.g. OT, Nurse, Chiropractor, Occupational Physician)	6.9%	6
International member	2.3%	2
<b>Total</b>	<b>100%</b>	<b>87</b>

### **Question 3: Do you read ACPOHE's annual Pay and Grading Document?**

88 answered, 1 skipped

<b><u>Answer Choices</u></b>	<b><u>Responses</u></b>	
Yes	60.23 %	53
No	39.77 %	35
<b>Total</b>	<b>100%</b>	<b>88</b>

**Question 4: If you do not read the annual Pay and Grading document, why not?**

38 answered, 51 skipped answer

<b>Answer Choices</b>	<b>Responses</b>	
Unaware of its existence	36.84 %	14
Irrelevant to my practice	47.37 %	18
Other please specify – time, not relevant, only refer to it when needed, employer does not reference it	15.79 %	6
<b>Total</b>	<b>100 %</b>	<b>38</b>

**Question 5: How relevant is the ACPOHE Pay and Grading document to your role?**

89 answered, 0 skipped

<b>Answer Choices</b>	<b>Responses</b>	
Extremely relevant - my pay is directly linked to its recommendations	8.99 %	8
I reference it when required for negotiations regarding pay and grading	21.35 %	19
Somewhat relevant	29.21 %	26
Not so relevant	23.60 %	21
Not at all relevant	16.85 %	15
<b>Total</b>	<b>100 %</b>	<b>89</b>

**Question 6: If the Pay and Grading document is not relevant to your role, why?**

39 answered, 50 skipped

<b>Thematic Answers</b>
Working in NHS / Private Companies with set pay structures
Self employed and set own pay rates
Management does not consider the Pay & Grading document for pay & grading purposes

**Question 7: Where do you work?**

89 answered, 0 skipped

<u>Answer Choices</u>	<u>Responses</u>	
Private sector – Physio company	31.46 %	28
Private sector – self employed	25.84 %	23
NHS	21.35 %	19
Other	16.85 %	15
Private sector	3.37 %	3
MOD	1.12 %	1
<b>Total</b>	<b>99.99 %</b>	<b>89</b>

**Question 8: If you are an ACPOHE member, how does your pay compare to the ACPOHE Pay & Grading recommendations?**

80 answered, 9 skipped

<u>Answer Choices</u>	<u>Responses</u>	
Less than	33.75 %	27
Equivalent to	53.75 %	43
More than	12.50 %	10
<b>Total</b>	<b>100 %</b>	<b>80</b>

**Question 9: How do your job role terms and conditions compare to ACPOHE's recommended Terms and Conditions?**

77 answered, 12 skipped

<u>Answer Choices</u>	<u>Responses</u>	
Less than	19.48 %	15
Equivalent to	76.62 %	59
More than	3.90 %	3
<b>Total</b>	<b>100 %</b>	<b>77</b>

**Question 10: How do you use the ACPOHE Pay and Grading Document?**

82 answered, 7 skipped

<u>Answer Choices</u>	<u>Responses</u>	
To assist with pay negotiations	20.73 %	17
My pay is directly linked to it	3.66 %	3
As a reference for job grading	36.59 %	30
Other answers – not aware, no opportunity to use, benchmarking, don't use it, irrelevant, yet to read, to frown at, all of above	39.02 %	32
<b>Total</b>	<b>100 %</b>	<b>82</b>

**Question 11: Should we continue to produce an annual ACPOHE Pay and Grading document?**

79 answered, 10 skipped

<u>Answer Choices</u>	<u>Responses</u>	
Yes	84.81 %	67
No	15.19 %	12
<b>Total</b>	<b>100 %</b>	<b>79</b>

**Question 12: Would you be happy if we produced recommendations for Pay and Grading annually, published on ACPOHE's website, e-news and journal but not formally produced in a document?**

82 answered, 7 skipped

<u>Answer Choices</u>	<u>Responses</u>	
Yes	85.37 %	70
No	14.63 %	12
<b>Total</b>	<b>100 %</b>	<b>82</b>

**Question 13: Do you have any other comments, questions, or concerns?**

26 answered, 63 skipped

<u>Thematic Answers</u>
Pay & Grading document is irrelevant to current pay structures
People currently use the NHS Pay & Grading system to benchmark their pay and grading
A formal pay and grading document is not necessary
I expect this issue to be discussed at the next AGM
Should only be available to ACPOHE members
More open access
Only relevant in private sector
No incentive for ACPOHE board to recommend higher pay as many Board members are employers

**Thank you to everyone who completed the Pay and Grading survey for 2017. Issues surrounding Pay and Grading will be discussed at the next Annual General Meeting in 2018.**