

Conditions of Employment

Conditions of employment for all ground staff should be detailed in a written Contract of Employment and should include the following, as a minimum, in addition to basic salary:-

- 20 days holiday + service days. Part time employees are entitled to a pro rata period.
- Basic overtime paid at time and a half, with double time payable on Sundays and Statutory Holidays. Alternatively time off should be given in lieu.
- To comply with 1998 Working Time Regulations employers are to take all reasonable steps to ensure that employees do not work more than an average of 48 hours per week averaged over 17 weeks. The averaging period may be extended to up to 52 weeks if agreement is reached between the employer and employee. Those aged 18 years and under may only work a 40 hour week which is a 8 hours a day maximum
- Pension scheme contributions
- Death in service benefit
- Compliance with Health and Safety requirements and Employment Regulations e.g. minimum national wage. The National Minimum Wage for adults i.e. aged 22 years and over is £5.35 per hour (£11128 per annum) from 1st October 2006. The National Minimum Wage for those aged between 18 and 21 is £4.45 per hour (£9256 per annum). The rate for 16 and 17 year olds is £3.30 (£6846 per annum).
- Provision for continuous development of grounds care skills and knowledge, which may include time off to attend IOG training programmes.

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Recommended Salary Bands 2007



The Institute of Groundsmanship has adjusted its salary recommendations to reflect pay movement in both the Public and Private sectors. Salary bands indicate minimum recommended annual basic salary payment with effect from 1st January 2007.

The 4% uplift incorporated into the 2007 salary bands reflects that pay settlements for both Private and Public sector groups have in recent years generally been in alignment. However, in the latter part of 2006 the Private sector pay settlement level has moved ahead of Public sector which is operating within a controlled or targeted budgetary environment.

To accompany the Recommended Salary Bands the Institute publishes a set of Position Descriptions which reflect the typical job responsibilities and experience required for each level of position. As it is not possible to have single position descriptions that would effectively encompass all individual situations, these form “standard” descriptions against which employers can evaluate the varying responsibilities and circumstances that are to be found in individual positions.

Such variables will include:-

- the number of sports being played
- the level of sport
- intensity of use
- total acreage managed
- staffing levels
- budgetary responsibilities
- qualifications required

The salary bands relate to the “standard” Position Descriptions. Positioning within the band should therefore take into account the above factors and any significant variances in job content.

Each salary band has a minimum and maximum figure representing a 10% spread either side of the mid point for all positions other than Grounds Manager, which has a 20% spread either side of the mid point in order to reflect the varying extent of responsibilities typically found under this position title.

The Institute recommends that experienced and competent job performers whose job content relates closely to the “standard” position description should be paid at the mid point and upper levels of the bands.

Copies of the “standard” Position Descriptions are available from:-

The Institute of Groundsmanship
28 Stratford Office Village
Walker Avenue, Wolverton Mill,
Milton Keynes MK12 5TW

If you have any questions about salaries, employment conditions or career path please contact us using one of the following methods:

Telephone: 01908 312511 Facsimile: 01908 311140 Email: iog@iog.org

Recommended Salary Bands 2007

Basic £ Salary p.a.

Grounds Manager	£26230 to	£40008
Head Groundsman	£22370 to	£27375
Deputy Head Groundsman	£18305 to	£22360
Groundsman (Skilled)	£17115 to	£20910
Groundsman	£13710 to	£16755
Junior Groundsman (aged 17)	£11620	
Junior Groundsman (aged 16)	£9680	

- The above bands reflect minimum recommended basic salary payment with effect from 1st January 2007 and are based upon a 37.5 hour week.
- Bonuses, overtime and subsistence payments have not been included in the salary bands and are therefore additional.
- The benefit value of any accommodation provided has not been included and should be negotiated separately.
- Regional pay variations have been taken into account within the bands. Higher cost areas of the country would expect to make salary awards at the upper levels of the appropriate band. Our research indicates regional pay in London Inner (0-6miles of Charing Cross) £3500 pa, London Outer (7-16miles) £1800 pa, London Fringe (17-22 miles) £1200 pa, South East £600 pa to £1200 pa. Other UK regions are broadly similar in their pay levels.
- It is recommended that Junior Groundsman, Groundsman and Skilled Groundsman receive financial recognition within the salary bands of £250 pa for successful completion of each relevant professional qualifications e.g. NVQ levels 1 and 2
- Employees with other relevant qualifications such as a First Aid or Spraying certificate should be recognised with additional remuneration.
- It should be noted that these are recommended salary bands and individual negotiations must be conducted between an employer and employee.