



# Unison – Nurses Pay Survey

## METHODOLOGY NOTE

ComRes interviewed 2,034 British adults online between 4<sup>th</sup> and 6<sup>th</sup> April 2014. Data were weighted to be representative of all GB adults aged 18+. ComRes is a member of the British Polling Council and abides by its rules.

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To register for Pollwatch, a monthly newsletter update on the polls, please email: [pollwatch@comres.co.uk](mailto:pollwatch@comres.co.uk)

## Nursing Salary Survey

### ONLINE Fieldwork: 4th-6th April 2014

Absolutes/col percents

Table 1

**Q.1 To your best estimate, roughly how much do you think is the basic annual starting salary of a qualified nurse in Britain?**

**Base: All respondents**

	Total	Gender		Age						Social Grade				Employment Sector	
		Male	Female	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	Public	Pri- vate
Unweighted base	2034	924	1110	245	284	347	360	320	478	585	592	347	510	258	772
Weighted base	2034	997	1037	242	343	342	363	302	443	544	564	443	483	280	859
£12,000-£14,999	(13.5) 179 9%	71 7%	107 10%	18 7%	30 9%	33 10%	32 9%	30 10%	37 8%	29 5%	42 7%	33 7%	74 15%	17 6%	69 8%
£15,000-£19,999	(17.5) 680 33%	361 36%	318 31%	56 23%	100 29%	106 31%	116 32%	124 41%	179 41%	168 31%	199 35%	149 34%	164 34%	71 25%	278 32%
£20,000-£24,999	(22.5) 644 32%	306 31%	338 33%	78 32%	109 32%	104 30%	123 34%	91 30%	138 31%	183 34%	192 34%	128 29%	141 29%	124 44%	262 30%
£25,000-£29,999	(27.5) 236 12%	110 11%	126 12%	24 10%	35 10%	47 14%	51 14%	28 9%	50 11%	74 14%	60 11%	59 13%	42 9%	29 10%	114 13%
£30,000-£34,999	(32.5) 76 4%	38 4%	38 4%	13 6%	15 4%	10 3%	18 5%	6 2%	14 3%	30 6%	16 3%	14 3%	15 3%	13 5%	35 4%
£35,000-£39,999	(37.5) 31 2%	20 2%	11 1%	9 4%	8 2%	4 1%	8 2%	1 *	1 *	10 2%	4 1%	14 3%	4 1%	7 2%	18 2%
£40,000-£49,999	(45) 21 1%	8 1%	13 1%	5 2%	14 4%	1 *	1 *	1 *	- -	8 1%	4 1%	7 2%	2 *	6 2%	13 2%
£50,000-£69,999	(60) 10 1%	5 1%	5 1%	2 1%	1 *	5 1%	1 *	1 *	- -	5 1%	4 1%	- -	2 *	1 *	7 1%
£70,000 or more	(80) 5 *	3 *	2 *	2 1%	- -	3 1%	- -	- -	- -	4 1%	1 *	- -	- -	- -	4 *
Don't know	152 7%	74 7%	78 8%	35 15%	30 9%	31 9%	14 4%	20 7%	23 5%	33 6%	42 8%	39 9%	39 8%	12 4%	61 7%
Mean	21.73	21.76	21.70	23.75	22.66	22.27	21.74	20.39	20.54	23.03	21.44	21.92	20.42	22.62	22.45
Standard deviation	7.02	7.07	6.99	9.58	7.62	8.94	5.81	5.39	4.59	8.41	6.67	6.28	5.99	6.40	8.11
Standard error	0.16	0.24	0.22	0.66	0.48	0.50	0.31	0.31	0.21	0.36	0.29	0.35	0.28	0.41	0.30

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Table 1

**Q.1 To your best estimate, roughly how much do you think is the basic annual starting salary of a qualified nurse in Britain?**

**Base: All respondents**

	Total	Region											
		Scotland	Wales	NET: England	North East	North West	Yorkshire & Humberside	West Midlands	East Midlands	Eastern	London	South East	South West
Unweighted base	2034	172	107	1755	90	239	177	154	152	201	229	314	199
Weighted base	2034	183	102	1749	81	224	183	183	142	203	264	285	183
£12,000-£14,999	(13.5) 179 9%	13 7%	5 5%	160 9%	7 9%	27 12%	11 6%	14 8%	9 6%	31 15%	17 6%	26 9%	18 10%
£15,000-£19,999	(17.5) 680 33%	58 32%	25 25%	596 34%	27 33%	78 35%	60 33%	59 32%	52 36%	68 33%	65 25%	106 37%	82 45%
£20,000-£24,999	(22.5) 644 32%	70 38%	38 38%	536 31%	25 31%	66 30%	58 32%	56 31%	60 42%	58 29%	85 32%	81 29%	46 25%
£25,000-£29,999	(27.5) 236 12%	20 11%	14 13%	202 12%	8 10%	21 10%	26 14%	26 14%	10 7%	21 10%	39 15%	27 9%	23 13%
£30,000-£34,999	(32.5) 76 4%	8 4%	3 3%	65 4%	3 4%	5 2%	9 5%	12 6%	2 2%	10 5%	10 4%	7 2%	6 3%
£35,000-£39,999	(37.5) 31 2%	2 1%	4 3%	26 1%	2 2%	3 1%	2 1%	4 2%	1 1%	1 *	3 1%	10 3%	1 *
£40,000-£49,999	(45) 21 1%	- -	5 5%	16 1%	1 2%	1 *	1 1%	3 2%	2 1%	1 *	7 3%	1 *	- -
£50,000-£69,999	(60) 10 1%	- -	- -	10 1%	- -	2 1%	- -	1 1%	- -	- -	3 1%	4 1%	- -
£70,000 or more	(80) 5 *	- -	- -	5 *	- -	- -	- -	1 *	- -	- -	3 1%	- -	1 1%
Don't know	152 7%	11 6%	8 8%	133 8%	7 9%	20 9%	16 9%	7 4%	7 5%	14 7%	32 12%	23 8%	7 4%
Mean	21.73	21.32	23.41	21.68	21.64	20.89	21.74	22.71	20.91	20.45	23.86	21.58	20.70
Standard deviation	7.02	4.88	7.22	7.19	6.23	6.61	5.42	7.98	4.84	5.35	9.87	7.43	6.94
Standard error	0.16	0.38	0.72	0.18	0.68	0.45	0.42	0.66	0.40	0.39	0.70	0.44	0.50

## Nursing Salary Survey

### ONLINE Fieldwork: 4th-6th April 2014

Absolutes/col percents

Table 2

**Q.2 Roughly how much do you think should be the basic annual starting salary of a qualified nurse in Britain?**

**Base: All respondents**

	Total	Gender		Age						Social Grade				Employment Sector		
		Male	Female	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	Public	Pri- vate	
Unweighted base	2034	924	1110	245	284	347	360	320	478	585	592	347	510	258	772	
Weighted base	2034	997	1037	242	343	342	363	302	443	544	564	443	483	280	859	
£12,000-£14,999	(13.5) 2%	40 2%	20 2%	6 3%	7 2%	6 2%	10 3%	3 1%	7 2%	9 2%	11 2%	6 1%	14 3%	9 3%	15 2%	
£15,000-£19,999	(17.5) 13%	258 13%	126 13%	132 13%	22 9%	35 10%	52 15%	49 14%	36 12%	63 14%	58 11%	67 12%	70 16%	63 13%	21 8%	122 14%
£20,000-£24,999	(22.5) 34%	689 34%	341 34%	348 34%	61 25%	108 32%	90 26%	125 34%	120 40%	184 42%	194 36%	203 36%	137 31%	154 32%	88 31%	280 33%
£25,000-£29,999	(27.5) 25%	499 25%	254 26%	244 24%	61 25%	83 24%	74 22%	100 28%	74 24%	107 24%	136 25%	147 26%	104 23%	112 23%	82 29%	209 24%
£30,000-£34,999	(32.5) 12%	253 12%	109 11%	144 14%	35 14%	47 14%	59 17%	38 11%	38 13%	36 8%	67 12%	66 12%	56 13%	65 13%	47 17%	99 12%
£35,000-£39,999	(37.5) 4%	86 4%	35 3%	51 5%	16 7%	11 3%	20 6%	15 4%	10 3%	14 3%	20 4%	24 4%	17 4%	25 5%	11 4%	32 4%
£40,000-£49,999	(45) 2%	47 2%	29 3%	17 2%	7 3%	12 3%	9 3%	13 3%	3 1%	4 1%	19 4%	6 1%	15 3%	6 1%	9 3%	26 3%
£50,000-£69,999	(60) 1%	17 1%	10 1%	7 1%	2 1%	7 2%	4 1%	1 *	1 *	2 *	8 1%	4 1%	1 *	4 1%	1 *	11 1%
£70,000 or more	(80) *	9 *	3 *	6 1%	2 1%	3 1%	3 1%	- -	1 *	- -	3 1%	4 1%	- -	3 1%	- -	4 *
Don't know	136 7%	70 7%	67 6%	28 12%	29 8%	27 8%	11 3%	16 5%	26 6%	30 5%	32 6%	37 8%	37 8%	13 5%	59 7%	
Mean	26.12	26.01	26.24	27.64	27.31	27.13	25.67	25.41	24.57	26.73	25.88	25.78	26.03	26.56	26.27	
Standard deviation	7.93	7.80	8.06	9.32	9.68	9.26	6.88	6.37	5.77	8.60	7.76	6.96	8.15	6.61	8.53	
Standard error	0.18	0.27	0.25	0.63	0.60	0.52	0.37	0.37	0.27	0.37	0.33	0.39	0.37	0.42	0.32	

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	Total	Region											
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Weighted base	2034	183	102	1749	81	224	183	183	142	203	264	285	183
£12,000-£14,999	(13.5) 40 2%	2 1%	1 1%	37 2%	1 1%	8 4%	5 3%	3 2%	4 3%	6 3%	1 *	5 2%	3 2%
£15,000-£19,999	(17.5) 258 13%	19 10%	10 10%	229 13%	11 13%	36 16%	29 16%	23 13%	18 13%	28 14%	28 10%	31 11%	24 13%
£20,000-£24,999	(22.5) 689 34%	62 34%	31 30%	596 34%	27 33%	76 34%	59 32%	66 36%	56 40%	85 42%	70 26%	95 33%	62 34%
£25,000-£29,999	(27.5) 499 25%	47 26%	25 24%	427 24%	18 22%	54 24%	44 24%	42 23%	39 27%	35 17%	73 28%	66 23%	55 30%
£30,000-£34,999	(32.5) 253 12%	25 14%	14 13%	215 12%	9 11%	20 9%	24 13%	21 12%	14 10%	18 9%	37 14%	49 17%	23 12%
£35,000-£39,999	(37.5) 86 4%	10 6%	4 4%	72 4%	4 5%	5 2%	6 3%	11 6%	- -	9 5%	14 5%	16 5%	7 4%
£40,000-£49,999	(45) 47 2%	1 1%	6 6%	40 2%	3 4%	7 3%	2 1%	9 5%	2 1%	8 4%	3 1%	4 1%	1 1%
£50,000-£69,999	(60) 17 1%	6 3%	1 1%	10 1%	1 1%	1 *	- -	- -	- -	1 1%	6 2%	1 *	* *
£70,000 or more	(80) 9 *	- -	* *	8 *	1 1%	- -	- -	- -	1 1%	2 1%	3 1%	- -	1 1%
Don't know	136 7%	10 5%	11 11%	115 7%	8 9%	16 7%	14 8%	8 4%	7 5%	11 5%	29 11%	18 6%	5 3%
Mean	26.12	27.08	27.35	25.96	27.01	24.83	24.82	26.19	24.92	25.69	28.00	26.22	25.65
Standard deviation	7.93	8.54	8.39	7.83	9.46	6.80	5.97	7.08	7.79	8.80	10.07	6.53	7.34
Standard error	0.18	0.67	0.84	0.19	1.04	0.46	0.46	0.59	0.65	0.64	0.71	0.38	0.53

## Nursing Salary Survey

### ONLINE Fieldwork: 4th-6th April 2014

Absolutes/col percents

Table 3

**Q.3 A newly qualified nurse starts on the basic annual salary of around £21,000 a year. Do you think this is...**

**Base: All respondents**

	Gender		Age						Social Grade				Employment Sector		
	Total	Male	Female	18-24	25-34	35-44	45-54	55-64	65+	AB	C1	C2	DE	Public	Pri- vate
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Weighted base	2034	997	1037	242	343	342	363	302	443	544	564	443	483	280	859
NET: Too much	114 6%	54 5%	60 6%	11 4%	19 6%	23 7%	18 5%	19 6%	23 5%	31 6%	28 5%	18 4%	38 8%	6 2%	57 7%
Far too much	20 1%	7 1%	13 1%	1 *	3 1%	4 1%	3 1%	3 1%	6 1%	5 1%	3 1%	2 1%	9 2%	1 *	11 1%
Too much	94 5%	47 5%	47 5%	10 4%	16 5%	19 6%	16 4%	16 5%	17 4%	25 5%	25 4%	16 3%	28 6%	5 2%	45 5%
About right	969 48%	490 49%	480 46%	108 45%	143 42%	150 44%	176 49%	150 50%	243 55%	281 52%	269 48%	212 48%	207 43%	117 42%	440 51%
Too little	681 33%	330 33%	350 34%	87 36%	137 40%	106 31%	127 35%	86 28%	137 31%	177 33%	190 34%	154 35%	160 33%	111 40%	269 31%
Far too little	200 10%	100 10%	100 10%	19 8%	27 8%	47 14%	37 10%	40 13%	31 7%	41 8%	58 10%	43 10%	58 12%	38 14%	64 7%
NET: Too little	881 43%	430 43%	451 43%	106 44%	164 48%	153 45%	164 45%	126 42%	168 38%	219 40%	248 44%	197 44%	218 45%	149 53%	333 39%
Don't know	69 3%	22 2%	47 5%	17 7%	17 5%	16 5%	4 1%	7 2%	9 2%	13 2%	20 3%	16 4%	20 4%	8 3%	30 3%

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NET: Too much	114 6%	5 3%	3 3%	107 6%	5 6%	18 8%	11 6%	13 7%	15 11%	10 5%	9 3%	14 5%	11 6%
Far too much	20 1%	1 1%	- -	19 1%	- -	1 1%	* *	4 2%	3 2%	4 2%	3 1%	3 1%	1 *
Too much	94 5%	4 2%	3 3%	87 5%	5 6%	17 8%	10 6%	9 5%	12 9%	6 3%	6 2%	11 4%	11 6%
About right	969 48%	73 40%	46 46%	850 49%	35 43%	105 47%	97 53%	83 45%	82 58%	100 49%	123 47%	130 46%	95 52%
Too little	681 33%	82 45%	36 36%	563 32%	22 27%	79 35%	51 28%	66 36%	36 26%	64 31%	80 30%	103 36%	62 34%
Far too little	200 10%	21 12%	10 10%	168 10%	15 18%	12 5%	17 9%	14 8%	7 5%	21 10%	35 13%	32 11%	14 8%
NET: Too little	881 43%	103 56%	46 46%	731 42%	37 45%	91 41%	68 37%	80 44%	43 31%	85 42%	116 44%	136 48%	76 41%
Don't know	69 3%	2 1%	6 6%	61 3%	5 6%	10 4%	8 4%	7 4%	2 1%	8 4%	16 6%	5 2%	1 *