

## **IOG Says Grounds Professionals Should Get 4 Per Cent Pay Rise Next Year**

The Institute of Groundsmanship (IOG) has bucked the national salary trend by recommending a 4 per cent increase in groundsmens' national minimum salary bands for 2007.

This compares with the 3 per cent average pay deals in all UK industries during 2006 and is designed to not only hoist the recognition and rewarding of grounds professionals, but also to meet RPI inflation forecasts of 4 per cent until the second quarter of 2007.

The IOG, the leading membership organisation for grounds professionals involved in the management of sports pitches, landscape and amenity facilities, says its recommendations are in line with its six-year Challenging Perceptions strategy, which focuses on the continual improvement of the status and standing of grounds care professionals.

As part of the increases, a junior grounds professional should enter employment with a basic salary of £9,680, while the ceiling reward for a grounds manager has for the first time breached the £40,000 threshold.

The IOG recommended national basic salary bands are:

Grounds Manager	£26,230 to £40,008
Head Groundsman	£22,370 to £27,375
Deputy Head Groundsman	£18,305 to £22,360
Groundsman (Skilled)	£17,115 to £20,910
Groundsman	£13,710 to £16,755
Junior Groundsman (aged 17)	£11,620
Junior Groundsman (aged 16)	£9,680

Regional pay variations have been taken into account, and the bands do not include bonuses, overtime and subsistence payments nor the benefit of any accommodation provided.

To accompany its recommendations, the IOG publishes generic Position Descriptions to reflect typical job responsibilities and experience required for each level of position, against which employers can evaluate varying responsibilities and circumstances. 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.