

# Your Salary Negotiation Brief

## Executive Summary

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**Your Position:** Your current salary is broadly in line with market rates, but your increased responsibilities and achievements present a strong case for progression.

Your current salary of 45,000 GBP is broadly consistent with the regional average for Practice Managers in the North West. However, your significant achievements and recent expansion to managing two sites suggest there is clear scope to progress your remuneration.

**Market Context:** The current climate sees ongoing inflationary pressures and a competitive market for skilled healthcare administrators, alongside recent NHS contract uplifts which can influence practice finances.

## Your Key Talking Points

1. Highlight your recent move to managing two sites, which significantly expands your scope and workload, warranting a review of your compensation.
2. Emphasise your leadership in achieving an 'Outstanding' CQC rating and implementing a new clinical system that saves 10 hours weekly, demonstrating your tangible value and impact on practice efficiency and reputation.
3. Discuss the current market context, including inflationary pressures and the need for competitive pay to retain experienced Practice Managers, aligning your request with broader industry trends.

## Suggested Target Range

**£47,000 – £50,000**

This suggested range acknowledges your current market position, while also recognising the increased scope of your role with multi-site management and your proven track record of delivering significant value and efficiency improvements to the practice.

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## Your Value & Context

### What You Bring

Your leadership in securing an 'Outstanding' CQC rating is a significant achievement, reflecting exceptional management and compliance. Furthermore, implementing a new clinical system that saves 10 hours per week demonstrates a clear, quantifiable improvement in efficiency and resource management.

### Your Role Scope

Managing a practice of 12,000 patients and a team of approximately 25 staff already indicates a substantial role. The recent expansion to managing two sites further increases the complexity and breadth of your responsibilities, demanding a higher level of strategic oversight and operational management.

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## Preparing for Pushback

Here's how to respond if the partners raise concerns:

### **"We're facing budget constraints, and we need to be mindful of overall practice finances."**

I understand the financial pressures the practice faces. My request is based on my expanded responsibilities, particularly managing two sites, and the demonstrable value I bring, such as the CQC rating and system efficiencies. Investing in key leadership roles like mine can ultimately lead to greater long-term savings and stability for the practice.

### **"Everyone is feeling the pinch with inflation; we can't give everyone a significant pay rise."**

I appreciate that inflation affects everyone. My request isn't solely based on inflation, but also on the substantial increase in my responsibilities with the additional site and my specific contributions that have directly benefited the practice. I believe my current salary, while fair for my previous role, doesn't fully reflect the expanded scope and impact of my current position.

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## Starting the Conversation

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### Opening the discussion:

"Partners, I'd like to schedule some time to discuss my role and compensation. Given my expanded responsibilities, particularly managing two sites, and the recent achievements like the 'Outstanding' CQC rating, I feel it's an opportune moment to review my salary in line with my contributions and market rates."

### Wrapping up:

- Thank the partners for their time and for considering your request.
- Ask for a specific timeframe by which they will review your proposal and provide a response.
- Suggest a follow-up meeting in a couple of weeks to discuss their decision and next steps.
- If an agreement is reached, politely request confirmation of the new terms in writing.

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## About This Brief

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*Generated on 1 December 2025 for North West.*

This brief draws on publicly available salary data and our research into the GP Practice Manager market. Figures are indicative and should be used as guidance for your conversation, not guarantees of outcome.

### Good luck with your discussion!

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*This guide is for information only and does not constitute financial, legal, or employment advice. Salary data is based on industry surveys and may not reflect your specific circumstances. We recommend discussing significant changes with appropriate advisors.*

*Generated by My Practice Manager Salary Helper*