COMMITTEE FOR GOLF CLUB SALARIES – 2025 SALARY RECOMMENDATIONS

Since the last recommendations at the start of 2024, we have seen general inflation and wage inflation steadily decrease throughout the year. In general, it is understood that the majority of UK golf facilities are still thriving following the post-pandemic increase in participation. However, the general economic situation, particularly as it affects operating costs, is a concern for the whole industry.

There is widespread acceptance that the ongoing success of the sport is in no small part due to the excellent work of the golf industry workforce. However, staff recruitment remains a challenge for many facilities, as is the ongoing issue of staff retention. Above-inflation increases to the National Living Wage (NLW) continue to put pressure on club finances and wage structures.

The Committee strongly considered the above issues as well as the data below before reaching their Recommendations for 2025 Salaries.

	% Increase						
Month (2023-24)	CPI	CPIH	Total Pay (inc bonuses)	Regular Pay	WRHR	Private Sector	Public Sector
Sep-23	6.7	6.3	7.9	7.8	6.5	7.8	7.4
Oct-23	4.6	4.7	7.2	7.2	7.0	7.2	7.0
Nov-23	3.9	4.2	6.7	6.7	7.3	6.6	6.6
Dec-23	4.0	4.2	5.8	6.2	7.1	6.2	5.9
Jan-24	4.0	4.2	5.6	6.1	7.1	6.1	6.0
Feb-24	3.4	3.8	5.7	6.0	6.4	6.0	6.1
Mar-24	3.2	3.8	5.9	6.0	6.2	5.9	6.4
Apr-24	2.3	3.0	5.9	6.0	5.8	5.9	6.3
May-24	2.0	2.8	5.7	5.8	5.5	5.6	6.4
Jun-24	2.0	2.8	4.6	5.4	5.0	5.3	6.0
Jul-24	2.2	3.1	4.0	5.1	4.7	4.9	5.7

CPI	Consumer Price Index
CPIH	Consumer Price Index (owner occupiers' housing costs), includes costs associated with housing, considered the most comprehensive measure of inflation
WRHR	Wholesale, Retail, Hotels & Restaurants sector
	National Living Wage 2025 The National Living Wage is forecast to rise by 5.8% in 2025 to £12.10 per hour

There is no doubt that NLW is putting pressure on to golf facility wage structures. The gap between NLW and salaries for existing staff, particularly those with some level of supervisory or department level responsibility, is in danger of being further reduced. The committee therefore strongly recommend that golf facilities give serious consideration to ensuring that such staff are suitably rewarded such that they are not continually "caught up" by those on the NLW. It is imperative that experienced staff members who bring so much to facilities feel valued if they are to be retained.

Overall, based on the data above, the prevailing economic environment and the importance of golf facility staff to the overall industry, the Committee recommends an **overall wage increase of 5% for 2025**. The decisions on any salary related matters are of course entirely down to the individual golf facility to make and it is vital that employee reward and retention is given balanced consideration alongside affordability and financial health for the business.

This figure will be applied to the salary calculators provided on the CGCS website www.golfclubsalaries.org.uk at the end of this year.

At this time the Committee is conducting research to enable it to create calculators for further key golf facility roles including Assistant Manager and Equipment Manager/Chief Mechanic.

As in previous years, the Committee wishes to state that the Recommendations are exactly that, recommendations, to ensure that golf facility staff are suitably paid and valued by their employers in today's turbulent environment. An environment in which securing new and competent staff is becoming ever more difficult.

Alongside salaries, golf clubs are urged to ensure that suitable attention, provision and resource is given towards the growing concern that is employee mental health and wellbeing, as well as providing adequate opportunities for career pathway support, training and development. If any employer or golf club committee member would like to find out more about what GCMA and BIGGA can provide in these areas, please do not hesitate to get in contact with us.