

## Non Management Salaries Terms and Conditions 2010

Residential posts include accommodation (unless otherwise stated) and full board. Non-residential staff receive lunch when working, and dinner if rostered for an evening activity.

All staff accrue pro rata paid holiday during their period of employment. Unless there are special circumstances agreed during the interview/appointment (e.g. graduation days, family weddings, interviews etc.), this holiday can only be taken at the end of the contract and staff will be paid for unspent holiday at the end of their contract. Holiday entitlement is set at 28 days per annum pro-rata.

Salaries per week (7 Days)											
Post		Basic Salary	Increments per week**						Returning staff increments* (per week) Previous summers with SHSH:		
			Exp. 1-3 years	Exp 3+ years	Coaching/ Arts qualification	1 <sup>st</sup> Aid	Life-Saving ***		1 summer	2 summers	3 summers
RLSS NPLQ	Other										
Teacher 15	Part Time	183.00	10.00	20.00		10.00			13.00	23.00	33.00
	Part Time Bankside/Imperial only	200.00	10.00	20.00		10.00			13.00	23.00	33.00
	Residential	283.00	10.00	20.00	18.00	10.00	25.00	15.00	13.00	23.00	33.00
	Non Residential	325.00	10.00	20.00	18.00	10.00	25.00	15.00	13.00	23.00	33.00
	Non Residential Bankside/Imperial only	348.00	10.00	20.00	18.00	10.00	25.00	15.00	13.00	23.00	33.00
Teacher 30	Residential	283.00	10.00	20.00		10.00			13.00	23.00	33.00
	Non Residential	325.00	10.00	20.00		10.00			13.00	23.00	33.00
	Non Residential Bankside/Imperial only	348.00	10.00	20.00		10.00			13.00	23.00	33.00
Senior Teacher	Residential	325.00				10.00			13.00	23.00	33.00
	Non Residential	372.00				10.00			13.00	23.00	33.00
	Non Residential Bankside/Imperial only	398.00				10.00			13.00	23.00	33.00
Senior Activity Leader or Tour Guide/Senior Activity Leader	Residential	279.00			18.00	10.00	25.00	15.00	13.00	23.00	33.00
	Non Residential	308.00			18.00	10.00	25.00	15.00	13.00	23.00	33.00
Activity Leader (18-21)	Residential	231.84 - 31.57			18.00	10.00	25.00	15.00	13.00	23.00	33.00
	Non Residential	231.84			18.00	10.00	25.00	15.00	13.00	23.00	33.00
Activity Leader (22+)	Residential	278.40 - 31.57			18.00	10.00	25.00	15.00	13.00	23.00	33.00
	Non Residential	278.40			18.00	10.00	25.00	15.00	13.00	23.00	33.00
Welfare and Social Organiser		279.00				10.00			13.00	23.00	33.00
Transfer Coordinator		279.00				10.00			13.00	23.00	33.00

\* We value our employees and we provide increments for returning staff who have worked with us since 2004. The amount is calculated over a maximum of three summers and increases each year from £13.00 to a maximum of £33.00 per week.

\*\*\* Please note that as a recognised first aid certificate is a component of the RLSS certificate, we will not pay the first aid increment in addition to this increment.

** Increments per week		
Qualification/Experience	Amount	Who is Eligible?
Valid RLSS NPLQ Lifesaving certificate (Only payable where lifeguard duties are required.)	25.00	Teacher 15s and Activity Leaders are eligible for this increment provided that they are prepared to undertake duties relating to these qualifications
Other recognised Lifesaving certificate (only payable where lifeguard duties are required.)	15.00	Teacher 15s and Activity Leaders are eligible for this increment provided that they are prepared to undertake duties relating to these qualifications
Valid First Aid certificate	10.00	All staff are eligible for this increment provided that they are prepared to undertake duties relating to these qualifications
Valid First4Sport coaching certificate (or recognised equivalent). Consult Head Office for details	18.00	Teachers 15s and Activity Leaders are eligible for this increment provided that they are prepared to undertake coaching duties relating to these qualifications
Valid Arts qualification. Consult Head Office for details	18.00	Teachers 15s and Activity Leaders are eligible for this increment provided that they are prepared to undertake duties relating to these qualifications
EFL Teaching Experience 1 - 3 Years	10.00	Only Teachers are eligible for this increment (calculated up to June 2010, full time post CELTA/Trinity experience, or recognised equivalent, only).
EFL Teaching Experience 3 Years +	20.00	

If you are interested in becoming a qualified lifesaver or first aid qualified, SHSH will reimburse 50% of the cost of training to staff who obtain the certificate (up to a maximum of £75.00). Courses must be booked in consultation with Head Office. Staff will be reimbursed with their first payroll.

- Salaries are paid in arrears into a UK bank account or international bank account only, every two weeks.
- All staff must be employees of Stafford House Study Holidays. We cannot hire any staff on a self employed basis.