

Non Management Salaries Terms and Conditions 2011

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 st Aid	Life-Saving ***		1 summer	2 summers	3 summers
RLSS	Other										
Teacher 15	Part Time	186.00	10.00	20.00		10.00			13.00	23.00	33.00
	Part Time Bankside/Imperial/Cambridge only	204.00	10.00	20.00		10.00			13.00	23.00	33.00
	Residential	290.00	10.00	20.00	18.00	10.00	25.00	15.00	13.00	23.00	33.00
	Non Residential	330.00	10.00	20.00	18.00	10.00	25.00	15.00	13.00	23.00	33.00
	Non Residential Bankside/Imperial/ Cambridge only	355.00	10.00	20.00	18.00	10.00	25.00	15.00	13.00	23.00	33.00
Teacher 30	Residential	290.00	10.00	20.00		10.00			13.00	23.00	33.00
	Non Residential	330.00	10.00	20.00		10.00			13.00	23.00	33.00
	Non Residential Bankside/Imperial/Cambridge only	355.00	10.00	20.00		10.00			13.00	23.00	33.00
Senior Teacher	Residential	330.00				10.00			13.00	23.00	33.00
	Non Residential	378.00				10.00			13.00	23.00	33.00
	Non Residential Bankside/Imperial/Cambridge only	405.00				10.00			13.00	23.00	33.00
Senior Activity Leader or Tour Guide/SAL	Residential	285.00			18.00	10.00	25.00	15.00	13.00	23.00	33.00
	Non Residential	313.00			18.00	10.00	25.00	15.00	13.00	23.00	33.00
Activity Leader (18-20)	Residential	236.16 - 32.27			18.00	10.00	25.00	15.00	13.00	23.00	33.00
	Non Residential	236.16			18.00	10.00	25.00	15.00	13.00	23.00	33.00
Activity Leader (21+)	Residential	284.64 - 32.27			18.00	10.00	25.00	15.00	13.00	23.00	33.00
	Non Residential	284.64			18.00	10.00	25.00	15.00	13.00	23.00	33.00
Welfare and Social Organiser		285.00				10.00			13.00	23.00	33.00
Transfer Coordinator		285.00				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 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 15 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 15 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.