

RATES OF PAY FOR HOURLY PAID WORKERS
An Hourly Paid Worker may not carry out the full responsibilities of a core post

Notes

1. There is no expectation of progression at any level for hourly paid workers.
2. Hourly rates are reviewed in line with the national pay awards which normally take place in August each year.

PAY STRUCTURE	Effective Date	HOURLY RATE (quote to worker in adverts etc)	Holiday pay %	Holiday pay amount	Hourly rate including holiday pay	GENERIC ROLE DESCRIPTION	ROLES TO INCLUDE (BUT NOT LIMITED TO)	DBS REQUIREMENT
CW3	01/04/2026	£13.65 (Spine Point 9)	12.07%	£1.65	£15.30	Engaged in a range of prescribed activities where clear guidance/procedures are readily available. Previous experience within the role may be required. Some planning and organising of own workload/tasks to meet deadlines will typically be required. Ability to prioritise and time manage prescribed tasks. Some supervisory roles with regular guidance from a line manager.	Casual Administrative Assistant Casual Nursery Assistant Casual Chef de Partie Casual Secretary Casual Teaching Ambassador Casual WP Senior Student Ambassador Casual Senior Student Ambassador Casual Transcriber Casual SU Sports Coach Casual Sports Coach	DBS - Grp 3 - Enhanced & Barred List (Child) DBS - Grp 3 - Enhanced & Barred List (Child) DBS - Grp 3 - Enhanced & Barred List (Child)
CW4	01/04/2026	£13.86 (spine point 12)	12.07%	£1.67	£15.53	Engaged in prescribed operational, admin or technical support performing straightforward tasks within established routines. Limited supervision/overseeing of work of others may be required, some planning and organising. Supervisory roles without regular supervision from	Casual Administrative Assistant Casual Nursery Nurse Casual Website Support Casual Senior Fundraiser Casual SU Sports Coach Casual Sports Coach (TRIBE) Casual Sports Coach Casual Events Assistant Casual Retail Supervisor Casual Hospitality Supervisor	DBS - Grp 3 - Enhanced & Barred List (Child) DBS - Grp 3 - Enhanced & Barred List (Child)
CW5	01/08/2025	£14.07 (spine point 16)	12.07%	£1.70	£15.77	Hands-on roles requiring knowledge and skills gained through application of practical/technical training and experience. Will plan/prioritise own work load. May work unsupervised and exercise full range of supervisory skills if required. Initiative & judgement required to resolve daily problems and customer needs.	Casual Administrator Casual Nursery Administrator Casual Multi-skilled Operator Casual Senior Secretary Casual Sous Chef Casual SU Sports Coach Casual Sports Coach (TRIBE) Casual Sports Coach Casual Senior Security Casual Note Taker Specialist Casual Study Support Assistant Casual Edge Arts Assistant Casual Technician Casual Trainee Sports Psychologist Casual Trainee SSM Practitioner**	DBS - Grp 3 - Enhanced & Barred List (Child) DBS - Grp 3 - Enhanced & Barred List (Child) DBS - Grp 3 - Enhanced & Barred List (Child)

