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RATES OF PAY FOR HOURLY PAID WORKERS
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Notes

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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	01/08/2026	£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	01/08/2026	£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. line manager, administration tasks which require	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	01/08/2026	£14.35 (spine point 16)	12.07%	£1.73	£16.08	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)

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CW6	01/08/2026	£16.79 (spine point 22)	12.07%	£2.03	£18.82	Provides advice and support. Works with little supervision. Will work within established procedures using judgement to identify best solutions & may be expected to initiate/develop ideas. Junior academic roles will include laboratory demonstrating, providing feedback and mentoring of students; and research roles typically assisting within a research team and working on an established research programme. <u>Casual Teaching Assistant</u> Assist in the delivery of teaching in seminars, tutorials and small group work and student assessment under direct academic supervision. The role will involve the preparation of teaching material and assessment of coursework. Provide advice and support to students.	Casual Demonstrator Casual Head Chef Casual IT Support Technician Casual IT Trainer Casual Research Assistant Casual Senior Administrator Casual SU Sports Coach Casual Sports Coach (TRIBE) Casual Sports Coach Casual Team Leader/ Supervisor Casual Patient Casual Summer School Tutor Casual Marker Casual Assistant Sports Practitioner Casual Teaching Assistant *** Casual WP Teaching Assistant *** Casual SSM Practitioner**	DBS - Grp 3 - Enhanced & Barred List (Child) DBS - Grp 3 - Enhanced & Barred List (Child) DBS - Grp 5 - Enhanced & Barred List (Child & Adult)
CW7	01/08/2026	£20.84 (spine point 30)	12.07%	£2.52	£23.36	Operates at an experienced professional level in a single specialist field or significant facility or support team. Makes recommendations on managing complex situations, contribution to projects with institution wide impact or lead operation projects within departments. May allocate work to others.	Casual Lead Sports Coach Casual Lead Sports Coach (TRIBE) Casual SU Lead Sports Coach Casual Research Associate* Casual Senior Administrator Casual Nutritionist Casual Senior SSM Practitioner**	DBS - Grp 3 - Enhanced & Barred List (Child) DBS - Grp 5 - Enhanced & Barred List (Child & Adult)
CW8	01/08/2026	£25.47 (spine point 37)	12.07%	£3.07	£28.54	Operates with substantial degree of independent, professional responsibility, including development and implementation of admin/technical/ professional policies and procedures. May lead and manage a functional area/section or is a senior specialist. Will be expected to resolve problems where there may be lack of precedent requiring innovation and creative thinking.	Casual Advanced Lead Sports Coach Casual Advanced Lead Sports Coach (TRIBE) Casual SU Advanced Lead Sports Coach Casual Senior Assistant Manager Casual Sports Trainer Casual Sports Studio Instructor Casual Senior Administrator Casual Track Controller Casual Advanced Sports Psychologist Casual Specialist SSM Practitioner**	DBS - Grp 3 - Enhanced & Barred List (Child) DBS - Grp 5 - Enhanced & Barred List (Child & Adult)

* A PhD (or equivalent qualification and experience) is an essential requirement of this role. An ATAS certificate may also be required before any work is undertaken if a worker holds a Student Visa, Skilled Worker Visa or Temporary Worker Visa: <https://www.bath.ac.uk/guides/academic-technology-approval-scheme-atas-for-academics-researchers/>

** SSM = Sports Science and Medicine Practitioner

*** This rate should be paid as a flat rate for all of the working hours (including preparation and assessment time). If a worker's hours are calculated on student contact hours only (i.e. excluding preparation and assessment time) then a multiplier of x1.5 may be used - multiplied by the student contact hours only. The multiplier must never be used with and multiplied by the total working hours.