

# **NOTRE DAME HIGH SCHOOL**

## **Pay System for Non-teaching Staff**

### **Explanation of Notre Dame High School's Non-Teaching Staff Pay Scales**

The following notes are intended to give a broad indication of our system of pay scales. They are not intended as a definitive statement and do not form part of terms and conditions of employment.

#### **Pay Scales**

1. Every non-teaching post in Notre Dame is attached to a pay scale relevant to the responsibility of the post.
2. A new staff member will start on the lowest point of the main scale.
3. Progression is subject to satisfactory performance management assessment, giving the opportunity to move up the scale by one point every year in April. For the first progression the following applies:

Start date between 1<sup>st</sup> October and 31<sup>st</sup> March – consideration for first progression after six full months employment and then in April each year.

Start date between 1<sup>st</sup> April and 30<sup>th</sup> September – consideration for progression in April after start date.

#### **Full Time Equivalent and Pro Rata Salaries**

1. The salaries shown in pay scales are for a full time employee working a 37 hour week for 52 weeks a year (less annual and public holidays).
2. In the case of an employee working less than full time we calculate a Full Time Equivalent (FTE). That is the proportion of a full year's working hours which will be worked by that employee. This is expressed as a proportion of 1 and is shown to four places of decimals, e.g. 0.5000 for a half time employee.
3. The actual salary payable is proportionate to the annual hours worked. It is calculated by multiplying the full salary by the FTE.
4. The hourly rate is not affected by this calculation.

**The pay scale for the post of Learning Support Assistant: Level 3 - Grade 4**

**The FTE for this post is: 0.7846**

**Actual starting salary: £20,073.21**

| <b>Full Year</b> | <b>Actual Salary Payable</b> |
|------------------|------------------------------|
| £25,584          | £20,073.21                   |
| £25,992          | £20,393.32                   |
| £26,409          | £20,720.50                   |
| £26,835          | £21,054.74                   |
| £27,269          | £21,395.26                   |
| £27,711          | £21,742.05                   |