

FOI Request - Pupil Support Assistants - 101003854149

2. a) Gross Paybill:

Please note these figures include relief hours - it is not possible to split the on-costs between relief and contracted salary.

		2020-21	2021-22	2022-23	2023-24	2024-25	TOTAL
Basic Salary/Relief	00040	£ 4,008,323.49	£ 4,567,445.63	£ 5,695,679.72	£ 6,315,071.95	£ 6,216,362.09	£ 26,802,882.88
Overtime	00041	£ 431.00	£ -	£ 23.37	£ -	£ -	£ 454.37
Additional Hrs	00043	£ 106,501.87	£ 153,307.82	£ 150,844.92	£ 160,954.18	£ 140,393.73	£ 712,002.52
Enhanced Rates	00044	£ 512.41	£ -	£ -	£ 29.37	£ 22.10	£ 563.88
Holiday Pay	00045	£ 48,507.40	£ 48,564.36	£ 72,866.47	£ 75,912.88	£ 87,449.23	£ 333,300.34
Allowances	00046	£ 13,883.61	£ 13,700.00	£ 6,951.95	£ 3,695.55	£ 37,880.55	£ 76,111.66
National Insurance	00047	£ 127,585.55	£ 168,740.20	£ 256,384.02	£ 307,503.05	£ 325,510.96	£ 1,185,723.78
Superannuation	00048	£ 738,477.24	£ 855,546.03	£ 1,067,043.85	£ 1,199,643.65	£ 872,554.75	£ 4,733,265.52
TOTAL		£ 5,044,222.57	£ 5,807,304.04	£ 7,249,794.30	£ 8,062,810.63	£ 7,680,173.41	£ 33,844,304.95

These figures represent the payroll costs for all PSAs regardless of funding source. Some will have been funded externally by means of grants; some will be employed in schools and some in nurseries. It is not possible to split this further without a great deal more work.

b) Hourly rate:

Pupil Support Assistants are paid at Grade 3 with 3 separate spinal column points within the grade.

Rate applicable as of:	01-Apr-20	01-Jan-21	01-Jan-22	01-Apr-22	01-Apr-23	01-Jan-24	01-Apr-24	01-Apr-25
SCP 7	£ 9.47	£ 9.91	£ 10.48	£ 11.55	£ 12.59	£ 12.59	£ 13.26	£ 13.79
SCP 8	£ 9.74	£ 10.18	£ 10.63	£ 11.70	£ 12.70	£ 12.70	£ 13.37	£ 13.90
SCP 9	£ 10.19	£ 10.63	£ 10.78	£ 11.81	£ 12.81	£ 12.81	£ 13.48	£ 14.02

Employees start on the lowest SCP and move up 12 months later, so after two years of continuous employment,