

Remuneration Guidelines for Strength and Conditioning Coaches within Universities in the United Kingdom: International Universities Strength and Conditioning Association (IUSCA) Position Statement

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INTRODUCTION

The remuneration of strength and conditioning (S&C) coaches corresponding to the professional services provided across the high school, collegiate and professional sector,¹ has received increased attention in recent times. This appears to be a highly contentious topic regarding the governance of industry awards (National minimum wage) and remuneration.²⁻⁵ Currently, only the Australian Strength and Conditioning Association (ASCA)⁷ provide remuneration guidelines, with the National Strength and Conditioning Association (NSCA),⁵ and the United Kingdom Strength and Conditioning Association (UKSCA)⁶ providing professional standards for their respective sectors. While professional bodies have no legal power to enforce remuneration guidelines,⁴ they do provide key recommendations for consideration when entering an employment relationship. Despite this, the issue of appropriate remuneration is exemplified by recent examples of such jobs being undervalued throughout the industry.³ In relation to the remuneration of S&C coaches within Universities, the International Universities Strength and Conditioning Association (IUSCA) has recently carried out extensive research across UK Universities and

found that there is inconsistent grading regarding the role of a S&C coach.⁸ Therefore, the IUSCA has produced this Position Statement to assist Human Resources (HR) departments in developing Job Descriptions, Role Profiles, and associated remuneration packages appropriate to the provision of S&C support within university settings. Such guidelines provide a point of reference to further enhance professional industry standards for S&C coaches employed within UK Universities.

IUSCA STRENGTH AND CONDITIONING COACH GRADING

In the professional sporting environment, the IUSCA understands that laws of basic economics and supply-and-demand will influence wages, and the value of an S&C coach may therefore be impacted.⁹ This makes it challenging for guidelines to be introduced and adhered to in an open market. However, while the IUSCA understands free market economies and appreciates that competition will often dictate value, circumstances within UK Universities are different, and warrant fair grading and remuneration. As UK Universities adhere to a standard grading scale using the Higher Education

Table 1. IUSCA Strength and Conditioning Coach Grading

Job Title	HERA Points	Salary (approx. based on current scales 2020)
Strength and Conditioning Intern	n/a - Intern	n/a
Strength and Conditioning Graduate Intern	n/a - Graduate Intern	University Graduate Intern salary - £17,500 - £20,500
Assistant Strength and Conditioning Coach	Grade 5: 285-359	£22,500 - £26,500
Strength and Conditioning Coach	Grade 6: 360-469	£26,500 - £33,500
Lead Strength and Conditioning Coach / Performance Manager	Grade 7: 470-575	£33,500 - £40,500
Head of Strength and Conditioning Services / Head of Performance	Grade 8: 576 - 640	£40,500 - £49,500

Table 2. 14 key elements which reflect the values of higher education

1. Communication	8. Teamwork and motivation
2. Liaison and networking	9. Service delivery
3. Decision making processes and outcomes	10. Planning and organising resources
4. Initiative and problem solving	11. Analysis and research
5. Sensory and physical demands	12. Work environment
6. Pastoral care and welfare	13. Team development
7. Teaching and learning support	14. Knowledge and experience

Role Analysis (HERA) framework,¹⁰ an employee should be paid in accordance with the requirements and expertise of the undertaken role. The IUSCA provides HERA gradings for S&C coaches (Table 1) using the HERA scoring matrixes available from the Educational Competencies Consortium (ECC).¹¹

The HERA scoring was developed by a consortium of higher education institutions to cover the vast range of jobs which can be found within the higher education sector. The scheme has been rigorously tested at a national level to ensure that it is fit for purpose.¹² HERA analyses roles against 14 key elements (Table 2) which reflect the values of higher education, and the aspects of the roles identified as being the most important. All roles are analysed against the same elements.

Notably, the HERA framework uses a questionnaire format made up of 50 statements/questions to measure the level of responsibility and demands of a role in relation to each element. Once the appropriate role information has been gathered, each element is scored using the HERA scoring system. These scores are then combined to give an overall point score for the role. It is this score that determines

the relative value/worth of roles, and ultimately the grade a role is assigned. The associated salaries presented in Table 1 are represent figures based on 2020 averages at our surveyed universities.⁸

IUSCA STRENGTH AND CONDITIONING JOB DESCRIPTIONS AND PERSON SPECIFICATIONS

To support proposed gradings and job titles presented in Table 1, the IUSCA has developed Job Descriptions and Person Specifications appropriate for university provision of S&C in the UK.

Please see <https://www.iusca.org/salary-guidelines>

CONCLUSION

The purpose of this Position Statement was to standardise the role gradings and associated salary bands for S&C coaches within UK Universities. The IUSCA recommends that these gradings should be incorporated by universities in the UK to ensure a fair and transparent valuation of the work of an S&C coach/practitioner. This should help to standardise

the provision within universities and gives the appropriate recognition for the S&C professional. In turn, this will provide a basis for further analysis of remuneration in other countries and sectors within S&C, and perhaps help guide professional sport towards similar standards and recognition.

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