

# Schedule of Grades and Rates of Pay for Local Government Employees

**Effective from**

1<sup>st</sup> April 2023 - 31<sup>st</sup> March 2024



## PAY & GRADING STRUCTURE

1<sup>st</sup> April 2023 - 31<sup>st</sup> March 2024

Grade 1		SLGLW	
Annual Salary	£23,150		
Hourly Rate	£12.00*		
Grade 2		SCP 21	SCP 23
Annual Salary	£23,710	£24,288	
Hourly Rate	£12.29	£12.59	
Grade 3		SCP 25	SCP 27
Annual Salary	£24,713	£25,292	
Hourly Rate	£12.81	£13.11	

## PAY & GRADING STRUCTURE

1<sup>st</sup> April 2023 - 31<sup>st</sup> March 2024

Grade 4		SCP 30	SCP 32	SCP 34	SCP 36
Annual Salary	£26,218	£26,777	£27,510	£28,262	
Hourly Rate	£13.59	£13.88	£14.26	£14.65	
Grade 5		SCP 40	SCP 42	SCP 44	SCP 46
Annual Salary	£29,767	£30,153	£30,790	£31,581	
Hourly Rate	£15.43	£15.63	£15.96	£16.37	
Grade 6		SCP 50	SCP 52	SCP 54	SCP 56
Annual Salary	£33,394	£34,301	£35,285	£36,269	
Hourly Rate	£17.31	£17.78	£18.29	£18.80	

## PAY & GRADING STRUCTURE

1<sup>st</sup> April 2023 - 31<sup>st</sup> March 2024

Grade 7	SCP 58	SCP 60	SCP 62	SCP 64
Annual Salary	£37,291	£38,333	£39,375	£40,532
Hourly Rate	£19.33	£19.87	£20.41	£21.01
Grade 8	SCP 66	SCP 68	SCP 70	
Annual Salary	£41,439	£42,673	£43,870	
Hourly Rate	£21.48	£22.12	£22.74	
Grade 9	SCP 72	SCP 74	SCP 76	
Annual Salary	£45,143	£46,107	£47,477	
Hourly Rate	£23.40	£23.90	£24.61	

## PAY & GRADING STRUCTURE

1<sup>st</sup> April 2023 - 31<sup>st</sup> March 2024

Grade 10	SCP 78	SCP 80	SCP 82
Annual Salary	£48,963	£50,409	£51,914
Hourly Rate	£25.38	£26.13	£26.91
Grade 11	SCP 84	SCP 86	SCP 88
Annual Salary	£53,535	£55,078	£56,795
Hourly Rate	£27.75	£28.55	£29.44
Grade 12	SCP 96	SCP 98	SCP 100
Annual Salary	£63,933	£65,824	£67,811
Hourly Rate	£33.14	£34.12	£35.15

\*Backdated to 09/11/23

All other rates backdated to 1<sup>st</sup> April

## THE WORKING ENVELOPE

Time	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
06:00							
07:00							
08:00							
09:00							
10:00							
11:00							
12:00							
12:59							
13:00							
14:00							
15:00							
16:00							
17:00							
18:00							
19:00							
19:59							
20:00							
21:00							
22:00							
23:00							
23:59							
Midnight							
01:00							
02:00							
03:00							
04:00							
05:00							
05:59							

**Daytime Hours**  
(Plain Time)

**Weekend Hours**  
(Time & 10%)

**Evening Hours**  
(Time & 10%)

**Night Hours**  
(Time & 33.3%)

## ANNUAL AND PUBLIC HOLIDAY ENTITLEMENTS

LEAVE ENTITLEMENT (in days)				
Continuous Service at 1 January	Annual Leave	Public Hols	Total	Fixed Public Holidays
Less than 1 year	26	7	33	New Years Day 2 <sup>nd</sup> January Good Friday Easter Monday May Day Christmas Day Boxing Day
1 year	27	7	34	
2 years	28	7	35	
3 years	29	7	36	
4 years	30	7	37	
5 years	31	7	38	
6 years	32	7	39	
7 years	32	7	39	
8 years	33	7	40	
9 years	33	7	40	
10 years	34	7	41	

Part time Employees will have leave presented in hours as per Conditions of Service.

## USEFUL INFORMATION ON INVERCLYDE COUNCIL PAY RATES

	01/04/23	
Scottish Local Government Living Wage (SLGLW) paid by Inverclyde Council	£12.00 per hour	
Real Living Wage	£12.00 per hour	
National Living Wage	£10.42 per hour, 23 years and over	
National Minimum Wage	Age	Rate
	21-22	£10.18 per hour
	18-20	£7.49 per hour
	Under 18	£5.28 per hour
	Apprentices	£5.28 per hour

## MODERN APPRENTICE PAY RATES AT INVERCLYDE COUNCIL

	01/04/23
Level 2 - Year 1	Training Allowance of £191.10 per week
Level 3 - Year 2	£9.95 per hour
Level 3 - Year 3	£10.39 per hour

As at 30/01/2024

## USEFUL CONTACTS

### Telephone

**Human Resources:** 01475 712740

**Payroll:** 01475 712232

### Email

recruitment.services@inverclyde.gov.uk

flexitime@inverclyde.gov.uk

payroll@inverclyde.gov.uk

### Web

www.inverclyde.gov.uk

<http://icon/hr/>

[www.myjobscotland.gov.uk](http://www.myjobscotland.gov.uk)

### Policies

**Conditions of Service**

<http://icon/hr/policy-a-z/>

**Employee Benefits**

<http://icon/employee-benefits/>

**Family Friendly & Work Life Balance**

<http://icon/employee-benefits/family-friendly/>

### Strathclyde Pension Fund

[www.spfo.org.uk](http://www.spfo.org.uk)

## GET IN TOUCH

**Phone:** 01475 712740

**Email:** [human.resources@inverclyde.gov.uk](mailto:human.resources@inverclyde.gov.uk)

**Write to:** Organisational Development,  
Policy & Communications  
Inverclyde Council  
Municipal Buildings  
Greenock  
Inverclyde PA15 1LX

[www.inverclyde.gov.uk](http://www.inverclyde.gov.uk)

