



# ANNUAL SALARY SCALES

(effective from 1 April 2023)

Scottish Joint Council for Local Government Employees

Education, Communities and Organisational Development

April 2023

SCP - Spinal column Point  
Please use the SCP figures which are NOT contained within brackets

## GRADE 1

w.e.f. 1 April 2023

| SCP    | Hourly Rate | 36.25 hrs | 37 hrs    |
|--------|-------------|-----------|-----------|
| (19) 2 | 12.02       | 22,657.70 | 23,126.48 |
| (20) 3 | 12.15       | 22,902.75 | 23,376.60 |

## GRADE 2

w.e.f. 1 April 2023

| SCP    | Hourly Rate | 36.25 hrs | 37 hrs    |
|--------|-------------|-----------|-----------|
| (21) 5 | 12.29       | 23,166.65 | 23,645.96 |
| (22) 6 | 12.45       | 23,468.25 | 23,953.80 |

## GRADE 3

w.e.f. 1 April 2023

| SCP    | Hourly Rate | 36.25 hrs | 37 hrs    |
|--------|-------------|-----------|-----------|
| (23) 7 | 12.59       | 23,732.15 | 24,223.16 |
| (24) 8 | 12.70       | 23,939.50 | 24,434.80 |
| (25) 9 | 12.81       | 24,146.85 | 24,646.44 |

## GRADE 4

w.e.f. 1 April 2023

| SCP     | Hourly Rate | 36.25 hrs | 37 hrs    |
|---------|-------------|-----------|-----------|
| (26) 10 | 12.96       | 24,429.60 | 24,935.04 |
| (28) 11 | 13.26       | 24,995.10 | 25,512.24 |
| (31) 12 | 13.76       | 25,937.60 | 26,474.24 |

## GRADE 5

w.e.f. 1 April 2023

| SCP     | Hourly Rate | 36.25 hrs | 37 hrs    |
|---------|-------------|-----------|-----------|
| (32) 13 | 13.88       | 26,163.80 | 26,705.12 |
| (35) 14 | 14.47       | 27,275.95 | 27,840.28 |
| (38) 15 | 15.05       | 28,369.25 | 28,956.20 |

## GRADE 6

w.e.f. 1 April 2023

| SCP     | Hourly Rate | 36.25 hrs | 37 hrs    |
|---------|-------------|-----------|-----------|
| (41) 16 | 15.46       | 29,142.10 | 29,745.04 |
| (44) 17 | 15.96       | 30,084.60 | 30,707.04 |
| (47) 18 | 16.61       | 31,309.85 | 31,957.64 |

## GRADE 7

w.e.f. 1 April 2023

| SCP     | Hourly Rate | 36.25 hrs | 37 hrs    |
|---------|-------------|-----------|-----------|
| (49) 19 | 17.07       | 32,176.95 | 32,842.68 |
| (51) 20 | 17.53       | 33,044.05 | 33,727.72 |
| (53) 21 | 18.03       | 33,966.55 | 34,689.72 |
| (55) 22 | 18.52       | 34,910.20 | 35,632.48 |

## GRADE 8

w.e.f. 1 April 2023

| SCP     | Hourly Rate | 36.25 hrs | 37 hrs    |
|---------|-------------|-----------|-----------|
| (57) 23 | 19.05       | 35,909.25 | 36,652.20 |
| (59) 24 | 19.61       | 36,964.85 | 37,729.64 |
| (61) 25 | 20.18       | 38,039.30 | 38,826.32 |
| (63) 26 | 20.75       | 39,113.75 | 39,923.00 |

## GRADE 9

w.e.f. 1 April 2023

| SCP     | Hourly Rate | 36.25 hrs | 37 hrs    |
|---------|-------------|-----------|-----------|
| (68) 27 | 22.12       | 41,696.20 | 42,558.88 |
| (70) 28 | 22.74       | 42,864.90 | 43,751.76 |
| (72) 29 | 23.40       | 44,109.00 | 45,021.60 |
| (75) 30 | 24.26       | 45,730.10 | 46,676.24 |

## GRADE 10

w.e.f. 1 April 2023

| SCP     | Hourly Rate | 36.25 hrs | 37 hrs    |
|---------|-------------|-----------|-----------|
| (77) 31 | 24.97       | 47,068.45 | 48,042.28 |
| (79) 32 | 25.74       | 48,519.90 | 49,523.76 |
| (81) 33 | 26.62       | 49,990.20 | 51,024.48 |
| (83) 34 | 27.33       | 51,517.05 | 52,582.92 |

## GRADE 11

w.e.f. 1 April 2023

| SCP     | Hourly Rate | 36.25 hrs | 37 hrs    |
|---------|-------------|-----------|-----------|
| (85) 35 | 28.15       | 53,062.75 | 54,160.60 |
| (87) 36 | 28.98       | 54,627.30 | 55,757.52 |
| (89) 37 | 29.89       | 56,342.65 | 57,508.36 |
| (91) 38 | 30.76       | 57,982.60 | 59,182.24 |

## GRADE 12

w.e.f. 1 April 2023

| SCP     | Hourly Rate | 36.25 hrs | 37 hrs    |
|---------|-------------|-----------|-----------|
| (92) 39 | 31.24       | 58,887.40 | 60,105.76 |
| (94) 40 | 32.21       | 60,715.85 | 61,972.04 |
| (96) 41 | 33.14       | 62,468.90 | 63,761.36 |
| (98) 42 | 34.12       | 64,316.20 | 65,646.88 |

## GRADE 13

w.e.f. 1 April 2023

| SCP      | Hourly Rate | 36.25 hrs | 37 hrs    |
|----------|-------------|-----------|-----------|
| (100) 43 | 35.15       | 66,257.75 | 67,628.60 |
| (102) 44 | 36.23       | 68,293.55 | 69,706.52 |
| (104) 45 | 37.34       | 70,385.90 | 71,842.16 |
| (106) 46 | 38.47       | 72,515.95 | 74,016.28 |

Navigation icons: mouse cursor, hand, minus, plus, 75%