

**FOI Request - Pay Scale, Job Titles All Employees - 101003218742**

**JOB TITLE & GRADES**

**Craft Apprentice ACO Grade 6**

Apprentice ACO Electrician

Apprentice ACO Plumber

**Craft Apprentice SCO Grade 5**

Apprentice SCO Joiner

Apprentice SCO Mason

Apprentice SCO Painter

**Craft Apprentice SCO Grade 5 Mechanics**

Apprentice Vehicle Technician

**Craft Grade 5**

SCO Carpet Fitter

SCO Joiner

SCO Joiner (Buckie)

SCO Joiner (Keith)

SCO Joiner (Mosstodloch)

SCO Mason (Buckie)

SCO Mason (Keith)

SCO Mason (Mosstodloch)

SCO Mason (Mosstodloch) (Flexible Retirement)

SCO Painter (Buckie)

SCO Painter (Keith)

SCO Painter (Mosstodloch)

SCO Slater (Keith)

SCO Slater (Mosstodloch)

**Craft Grade 6**

ACO Electrician

ACO Electrician (Mosstodloch)

ACO Gas Engineer (Mosstodloch)

ACO Joiner

ACO Plumber (Buckie)

ACO Plumber (Forres)

ACO Plumber (Keith)

ACO Plumber (Mosstodloch)

Contracts Supervisor

Light Vehicle Technician Tester

Repairs Supervisor

Vehicle Maintenance Advanced Technician

Voids Supervisor

**Craft Grade 7**

Air Source Heating Engineer

Plumbing & Heating Supervisor

Vehicle Maintenance Advanced Technician Tester

**SJC 36.25 Grade 1**

Assistant Sports Coach (Relief)

Business Support Apprentice

General Assistant

Library Assistant (PEF - Temporary)

Trainee Clerical Assistant - MERI

**SJC 36.25 Grade 10**

Advanced Practitioner  
Advanced Practitioner (Mental Health)  
Advanced Practitioner (Mental Health)(Secondment)  
Advanced Practitioner (Occupational Therapy)(Secondment)  
Advanced Practitioner (Secondment Cover)  
Advanced Practitioner (Temporary)  
Area Housing Manager  
Area Housing Manager (Elgin)  
Assistant FMS & Banking Manager  
Assistant Payroll Manager  
Assistant Procurement Manager  
Business Change Officer  
Business Manager (Secondment Cover)  
Catering Manager  
Day Services Manager  
Facilities Manager  
Heating & Electrical Manager  
Home Improvement Services Manager  
ICT Team Leader  
ICT Team Leader (Temporary)  
Improvement Officer  
Improvement Officer (Corporate Parenting)  
LAC Reviewing & Support Officer  
Locality Wellbeing Officer  
Network Asset Engineer  
Operations Manager (Allocations)  
Operations Manager (Housing Support)  
Principal Active Schools & Community Sports Officer (Temporary)  
Project Leader (Transformation)(Temporary)  
Public Contracts Capability Development Manager  
Public Performance Reporting & Communications Officer  
Records & Heritage Manager  
Repairs & Voids Manager  
Residential Child Care Manager  
Reviewing Officer  
Reviewing Officer (Child Protection)  
Reviewing Officer (Relief)  
Senior Accountant  
Senior Architect  
Senior Area Business Manager  
Senior Building Standards Officer  
Senior Commissioning Officer  
Senior Environmental Health Officer  
Senior Officer Economic Strategy/Growth  
Senior Planning Officer  
Senior Planning Officer (Secondment)  
Senior Practitioner (Mental Health)  
Senior Project Officer (Learning Estate)

Senior Social Worker  
Senior Social Worker (Fostering & Adoption & Kinship Care)  
Senior Social Worker (Fostering & Through Care & After Care)  
Strategic Partnerships & Policy Officer  
Supervisory Senior Social Worker  
Supervisory Senior Social Worker (Criminal Justice)  
Supported Accommodation Manager  
Systems Integration Project Officer  
Telehealthcare Strategy & Development Manager  
Telehealthcare Strategy & Development Manager (Secondment Cover)  
Wellbeing Co-ordinator

**SJC 36.25 Grade 11**

Access Team Manager  
Area Manager East  
Asset Manager (Commercial Building)  
Asset Manager (Corporate Buildings)  
Asset Manager (Housing)  
Asset Manager (Housing)(Acting Up - LOA)  
Business Support Development Manager  
Children Young People & Families Team Manager  
Children's Services Quality Assurance & Policy Manager  
Consultant Practitioner  
Consultant Practitioner (Adult Protection) (Secondment Cover)  
Consultant Practitioner (Mental Health)  
Consultant Practitioner (Social Work)  
Consultant Practitioner (Social Work)(Temporary)  
Development Operations Manager (Harbours)  
Early Years Continuous Improvement Officer  
Employability Manager  
Fleet Services Manager  
Home Care Manager  
Independent Living Team Manager  
Occupational Therapy Team Manager (Temporary)  
Open Space Manager  
Principal Architect  
Principal Building Service Engineer  
Principal Building Standards Officer  
Principal Climate Change Strategy Officer  
Principal Environmental Health Officer  
Principal Environmental Health Officer (Com Safety/Public Health/Noise/Housing)  
Principal Librarian  
Principal Planning Officer  
Principal Quantity Surveyor  
Principal Sport & Leisure Officer  
Principal Trading Standards Officer  
Project Officer (EL&C)  
Public Protection Lead Officer  
Public Transport Manager  
Senior Auditor  
Senior Engineer

Senior Engineer (Roads Maintenance)  
Senior Health & Safety Adviser  
Senior Human Resources Adviser  
Senior Organisational Development Adviser  
Senior Performance & Planning Officer  
Senior Policy Officer (Poverty)  
Senior Project Manager (Cultural Quarter)  
Senior Project Manager (Housing Mix Delivery)  
Senior Project Manager (Housing Mix Delivery)(Maternity Cover/Acting Up)  
Senior Project Officer (STEM)  
Senior Solicitor  
Strategy & Performance Manager  
Team Manager (Access Team)  
Team Manager (Community Care)  
Team Manager (Criminal Justice)  
Team Manager (Discharge Team)  
Team Manager (Mental Health)  
Waste Manager

#### **SJC 36.25 Grade 12**

Benefits and Money Advise Manager  
Customer Development Manager  
Democratic Services Manager (Flexible Retirement)  
Economic Growth & Regeneration Manager  
GIRFEC/PROMISE Strategic Lead Officer  
Housing Needs Manager  
Housing Services Manager  
Housing Strategy & Development Manager  
ICT Infrastructure Manager  
Information Systems Manager  
Principal Accountant  
Taxation Manager

#### **SJC 36.25 Grade 13**

Audit & Risk Manager  
Building Services Manager  
Business Support Manager  
Commissioning Manager  
Consultancy Manager  
Design & Construction Manager  
Development Management & Building Standards Manager  
Early Years Service Manager  
Environmental Health & Trading Standards Manager  
Human Resources Manager  
Justice Services Manager  
Legal Services Manager  
Locality Manager  
Moray Growth Deal Programme Manager  
Organisational Development Manager  
Payments Manager (Flexible Retirement)  
Programme Manager (Learning Estate)  
Project Manager (Education)

Property Asset Manager  
Roads Maintenance Manager  
Service Manager (Learning Disability Drug & Alcohol)  
Service Manager (Provider Services)  
Service Manager Communities  
Service Manager Sport & Culture  
Social Work Services Manager  
Strategic Planning & Development Manager

#### **SJC 36.25 Grade 2**

Clerical Assistant (Data Input)  
Copy Shop Assistant  
Customer Service Reception Adviser  
Facilities Assistant  
Facilities Assistant (Relief)  
General Assistant  
Mailroom Assistant  
Payments Assistant

#### **SJC 36.25 Grade 3**

Business Support Assistant  
Business Support Assistant (Secondment Backfill)  
Business Support Assistant (Temp)  
Clerical Assistant  
Clerical Assistant (Commissioning & Performance)  
Clerical Assistant (Community Care) (Secondment Cover)  
Clerical Assistant (DLO)  
Clerical Assistant (Home Care) (Secondment Cover)  
Clerical Assistant (Information Systems)  
Clerical Assistant (LOA Cover)  
Clerical Assistant (Maternity Cover)  
Clerical Assistant (Money Advice Moray)  
Clerical Assistant (Payroll)  
Clerical Assistant (PEF - Temporary)  
Clerical Assistant (PEF)  
Clerical Assistant (Relief)  
Clerical Assistant (Secondment Backfill)  
Clerical Assistant (Secondment Cover)  
Clerical Assistant (Temp)  
Clerical Assistant (Temporary)  
Clerical Assistant/Receptionist (Elgin)  
Clerical Assistant/Typist  
Clerical Assistant/Typist (Temporary)  
Clerical Assistant/WPO  
Clerical Assistant/WPO (Development Management & Building Services)  
Clerical Assistant/WPO (Development Management & Building Standards)  
Clerical Assistant/WPO (EH/TS/SPD/EGR)  
Clerical Receptionist  
Clerical Support Assistant (Temporary)  
Climbing Instructor  
Customer Service Adviser  
Estate Caretaker (East)

Estate Caretaker (Housing Needs)  
Estate Caretaker (Housing Needs) (Secondment Cover)  
Estate Caretaker (West)  
Housing Support Worker (Relief)  
Housing Support Worker  
Housing Support Worker (Secondment Cover)  
Housing Support Worker (Temporary)  
Leisure Assistant  
Leisure Assistant (Dry Facility)  
Leisure Assistant (Dry Facility) (Relief)  
Leisure Assistant (Maternity Cover)  
Leisure Assistant (Relief)  
Library & Information Assistant  
Library & Information Assistant (Relief)  
Library & Information Assistant (Temporary)  
Library & Information Assistant/Relief Driver  
Library Caretaker  
Mobile Library Driver/Library Assistant  
Money Advice Assistant  
Processing Assistant  
Receptionist  
Receptionist (Maternity Cover)  
Receptionist (Relief)  
Receptionist/Clerical Assistant  
Receptionist/Clerical Assistant (Relief)  
Repair/Refurbishment Operator  
Sports Coach (3)  
Technical Assistant  
Technical Assistant (Maternity Cover)  
Technical Assistant (Temporary)  
Technical Assistant pt  
WPO/Clerical Assistant (Filing)

#### **SJC 36.25 Grade 4**

Accountancy Technician  
Accountancy Technician (Temporary)  
Admin Assistant (Energy)  
Administration Assistant (Community Care)  
Administration Assistant  
Administration Assistant (Access & Care Team)  
Administration Assistant (Community Care)  
Administration Assistant (Community Care)(Temporary)  
Administration Assistant (Learning Disabilities)  
Administrative Assistant  
Applications Administrator  
ASP & AWI Administrator  
Assistant Registrar  
Benefits Processor  
Buying Administrator  
Buying Administrator (Temporary)  
Care Scheduler

Care Scheduler (Absence Cover)  
Care Scheduler (Flexible Retirement)  
Care Scheduler (Secondment Backfill)  
Clerical Assistant (Mental Health)  
Clerical Assistant/WPO (Community Care)  
Community Support Worker  
Community Support Worker (Relief)  
Copy Shop Supervisor  
Estate Co-ordinator  
First Contact Advisor  
First Contact Advisors  
Foster Carer Support Worker  
Home School Link Worker  
Home School Link Worker (PEF - Temporary)  
Home School Link Worker (PEF)(Temporary)  
Home School Link Worker (Relief)  
Hostel Caretaker  
Housing Projects Assistant  
Housing Support Worker (Tenancy Support)  
Housing Support Worker (Tenancy Support) (Secondment Cover)  
Information Co-ordinator  
Information Co-ordinator (Relief)  
Janitor (Aberlour)  
Janitor (Anderson's/Pilmuir)  
Janitor (Applegrove)  
Janitor (Bishopmill)  
Janitor (Buckie High)  
Janitor (Cluny/Portgordon/St Peter's)  
Janitor (Cullen ELC)  
Janitor (East End/St Sylvester's)  
Janitor (Elgin High)  
Janitor (Forres Academy)  
Janitor (Greenwards)  
Janitor (Hythehill/Burghead)  
Janitor (Keith Grammar)  
Janitor (Kinloss)  
Janitor (Lady Cathcart ELC)  
Janitor (Lhanbryde)  
Janitor (Linkwood)  
Janitor (Lossiemouth High)  
Janitor (Millbank/Portessie)  
Janitor (Milne's High)  
Janitor (Mosstodloch/Milne's Primary)  
Janitor (New Elgin)  
Janitor (Peripatetic)  
Janitor (Relief)  
Janitor (Rothes/Mortlach)  
Janitor (Seafield)  
Janitor (Speyside High)  
Janitor (St Gerardine/Hopeman)

Janitor (Tomintoul)  
Janitor (West End)  
Payments Administrator  
Public Transport Assistant  
Recovery Assistant  
Sampling Officer  
Sampling Officer (Relief)  
Senior Business Support Assistant  
Senior Business Support Assistant (Secondment Cover)  
Senior Clerical Assistant  
Senior Clerical Assistant (Acting up)  
Senior Clerical Assistant (Flexible Retirement)  
Senior Clerical Assistant (Temporary)  
Senior Clerical Assistant/WPO (Development Management & Building Standards)  
Senior Clerical Assistant/WPO (EH/TS/SPD/EGR)  
Senior Clerical Assistant/WPO (Flexible Retirement)  
Stores Person (Occupational Therapy)  
Support Worker  
Support Worker (Relief)  
Systems Co-ordinator  
Technical Administrator  
Technical Assistant  
Technical Assistant (Temporary)  
Training Support Worker/Driver  
Volunteer Support Worker

#### **SJC 36.25 Grade 5**

Administration Officer (Community Care)  
Administrative Co-ordinator (Supported Accommodation)  
Administrative Co-ordinator (Supported Accommodaton)  
Administrator (Employability)(Temporary)  
Assistant Administration Officer (Roads)  
Assistant Community Care Development Officer  
Assistant Community Care Officer  
Assistant Community Care Officer (Learning Disabilities)  
Assistant Community Care Officer (Secondment Cover)  
Assistant Community Care Officer (Shared Lives)  
Assistant Community Development Officer  
Assistant Co-ordinator  
Assistant Co-ordinator (Secondment Cover)  
Assistant Project Officer (Resettlement & Refugees)  
Assistant Self Directed Support Officer (Temporary)  
Budget Monitoring Assistant  
Building Services Scheduler  
Business Support Administrator  
Business Support Administrator (Education Psychology)  
Business Support Administrator (MADP)  
Business Support Secretary  
Business Support Secretary (Flexible Retirement)  
Care at Home Reviewer  
Communication Assistant



Community Transport Co-ordinator  
Compliance Officer (EU Funded Projects)  
Data Intelligence Administrator (Temporary)  
Duke of Edinburgh Co-Ordinator  
Duke of Edinburgh Co-ordinator (PEF - Temporary)  
Financial Assessment Officer  
GIS & CAG Assistant  
Home School Link Worker  
Housing Options Advisor  
Housing Support Assistant  
Housing Support Assistant (Housing First)  
Housing Support Assistant (Secondment Backfill)  
Human Resources Assistant  
Human Resources Assistant (OD)  
Human Resources Assistant (PEF - Temporary)  
Human Resources Assistant (Relief)  
Human Resources Secretary/PA  
ICT Officer  
ICT Officer (Secondment Backfill)  
ICT Officer (Temporary)  
Information Officer  
Inspector (Bridge & Watercourse)  
Learning Centre Adviser  
Learning Centre Adviser (Flexible Retirement)  
Leisure Attendant  
Leisure Attendant (Relief)  
Occupational Therapist (Elgin) (Secondment Cover)  
Occupational Therapy Assistant (Elgin)  
Occupational Therapy Assistant (MRC)  
Occupational Therapy Assistant (Elgin)  
Occupational Therapy Assistant (Elgin) (Secondment Cover)  
Occupational Therapy Assistant (MRC)  
Operations Assistant  
Payroll Administrator  
Personal Assistant  
Primary School Administrator  
Primary School Administrator (LOA Cover)  
Primary School Administrator (Relief)  
Primary School Administrator (Secondment Cover)  
Primary School Administrator (Secondment)  
Primary School Administrator (Temp)  
Primary School Administrator (Temporary)  
Procurement Administrator  
Public Health Compliance Officer  
Registrar  
SDS Co-ordinator  
SDS Co-ordinator (Temporary)  
Secretary  
Secretary/Administrator  
Secretary/PA

Senior Customer Service Adviser  
Senior Janitor (Elgin High)  
Senior Janitor (Forres)  
Senior Janitor (Keith)  
Senior Janitor (Milne's High)  
Senior Janitor (Speyside High) (Acting up)  
Senior Library & Information Assistant  
Senior Library & Information Assistant (Absence Cover)  
Sessional Worker  
Sports Coach (5)  
Student Architect  
Systems Technical Assistant  
Team Leader  
Team Secretary  
Team Secretary (Maternity Cover)  
Team Secretary (Temporary)  
Technical Clerk  
Technical Clerk (Estate)  
Technical Clerk (Transport)  
Technical Support Officer  
Technician/Driver  
Technician/Driver (Secondment Cover)  
Tennant Liaison Assistant  
Transportation Information Officer  
Unauthorised Encampment Officer/Estate Caretaker  
Youth Worker  
Youth Worker (Employability) (Temporary)  
Youth Worker (PEF - Temporary)  
Youth Worker (Relief)

#### **SJC 36.25 Grade 6**

Accountancy Assistant  
Administrative Officer  
Area Group Supervisor (Buckie)  
Area Group Supervisor (Lossiemouth)  
Asset & Estates System Officer  
Asset Inspector  
Assistant Harbourmaster  
AV/Technician  
Benefits Processing Supervisor  
Benefits Support Assistant  
Bilingual Translator  
Building Standards Assistant  
Business Support Officer (Customer Services)  
Business Support Officer (Sharepoint)  
Business Support Team Leader  
Business Support Team Leader (Secondment Cover)  
Business Support Team Leader (Temporary)  
Children's Services Worker  
Community Services Task Supervisor  
Community Warden

Corporate Secretary  
Countryside Officer  
Day Centre Officer (Desktop Publishing)  
Digital Youth Work Development Worker  
Early Years Practitioner  
Early Years Practitioner (Maternity Cover)  
Early Years Practitioner (Peripatetic)  
Early Years Practitioner (Relief)  
Early Years Practitioner (Temporary)  
Facilities Supervisor  
Family Support Worker  
Family Support Worker (Flexible Retirement)  
Home Improvement Services Assistant  
Housing Information Officer  
Housing Information Officer (Strategy)  
Housing Liaison Officer  
Human Resources Assistant (Information)  
ICT/AV Technician  
Inclusion Project Co-ordinator  
Inclusion Project Co-ordinator (Maternity Cover) (PEF - Temporary)  
Inclusion Project Co-ordinator (PEF - Temp)  
Inclusion Project Co-ordinator (PEF - Temporary)  
Inclusion Project Co-ordinator (PEF)  
Inclusion Project Co-ordinator (Temporary)  
Inclusion Project Co-ordinator (Temporary)(PEF)  
Income Maximisation Officer  
Information Systems Assistant  
Key Worker (Employability)(Parental Support)(Temp)  
Keyworker (Employability)  
Keyworker (Employability) (Secondment Cover)  
Landlord Registration Officer  
Money Adviser  
Paralegal  
Payments Officer  
Payments Officer (Vat)  
Placement Support Worker (Fostering & Adoption & Kinship Care)  
Science Technician  
Science/AV Technician  
Secretary/PA  
Senior Primary School Administrator  
Senior Scheduler  
Senior Youth Worker  
Support Worker (Through Care & After Care)  
Taxation Processing Supervisor  
Taxation Support Assistant  
Technical Assistant (Energy)  
Technical Officer (Utilities & Development)  
Technical Planning Assistant  
Technical/AV Technician  
Technician

Trainee Technician (CGS)  
Unison Branch Secretary  
Unpaid Work Services Task Supervisor (Projects)  
Works & Car Parks Inspector

**SJC 36.25 Grade 7**

Administration Officer  
Animal Services Officer  
Area Catering Supervisor  
Area Housing Officer (Elgin)  
Area Housing Officer (Keith) (Absence Cover)  
Asset Technician  
Assistant Resources Officer  
Building Cleaning Supervisor  
Building Standards Officer  
Care at Home Officer  
Care at Home Officer (Maternity Cover)  
Care at Home Officer (Recruitment) (Temporary)  
Care at Home Officer (Secondment Backfill)  
Care at Home Officer (Secondment Cover)  
Care Enabler  
Clerk of Works  
Commissioning Co-ordinator  
Commissioning Co-ordinator (Monitoring)  
Community Liaison Officer  
Day Centre Officer  
Day Centre Officer (Maternity Cover)  
Day Centre Officer (Secondment Cover)  
Designer  
Development Officer (Mental Health)  
Discretionary Award Officer  
Discretionary Award Officer (Maternity Cover)  
Employment Development Worker  
Estates Assistant  
Estates Surveyor (Graduate)  
Estates Technician  
Fair Trading Officer  
Fleet Compliance & Training Officer  
Health & Safety Assessor  
Housing Needs Administration Team Leader  
Human Resources Officer (Relief)  
ICT Officer  
Information Services Librarian  
Legal & Democratic Administration Team Leader  
Lending Services Co-ordinator  
Library Resource Centre Co-ordinator  
Licensing Standards Officer  
Mailroom Team Leader  
Office Manager  
Participatory Budget Community Support Worker  
Performance & Evaluation Support Officer

Performance Support Officer  
Peripatetic Technician  
Planning Officer (Secondment Cover)  
Policy Officer (Waste)  
Procurement Assistant  
Project Co-ordinator (Information Hub)  
Project Officer - Infrastructure Growth  
Project Worker  
Project Worker (Pinefield)  
Project Worker (Youth Justice)  
Quantity Surveying Technician  
Rents Assistant  
SDS Enabler  
Senior Administrator (PMO)  
Senior Community Service Task Supervisor  
Senior Early Years Practitioner  
Senior Early Years Practitioner (Maternity Cover)  
Senior Early Years Practitioner (Relief)  
Senior Early Years Practitioner (Temporary)  
Senior Occupational Therapy Assistant (Secondment)  
Senior Registrar  
Support Worker (Criminal Justice)  
Support Worker (Criminal Justice)(Relief)  
Supported Accommodation Officer (A)  
Systems Support Assistant  
Taxation Processing Officer  
Technical Officer  
Technical Officer (D)  
Technical Officer (Health & Safety)  
Technical Support Officer  
Trading Standards Officer  
Trainee Technician (CGS)  
Training Services Officer (Greenfingers)

#### **SJC 36.25 Grade 8**

Active Schools Co-ordinator  
Administration Officer  
Administrative Officer  
Adult & Family Learning Co-ordinator  
Adult & Family Learning Co-ordinator (Temporary)  
Architectural Assistant  
Area Housing Officer (Buckie)  
Area Housing Officer (Elgin)  
Area Housing Officer (Forres)  
Area Housing Officer (Keith)  
Asset Programme Technician  
Asset Technician  
Benefits Support Officer  
Building Standards Inspector  
Building Standards Officer  
Business Support Officer (Communications)

Care at Home Practitioner  
Childminder Development Officer  
Civil Engineer Technician  
Climate Change Strategy Officer (Projects Communications & Funding)  
Commissioning & Performance Officer  
Commissioning & Quality Officer  
Committee Services Officer  
Committee Services Officer/Elections Support  
Communications & Engagement Officer (Learning Estate)  
Communications & Media Officer  
Community Librarian  
Community Sports Hub Development Officer  
Condition Compliance Officer  
Contaminated Land Officer  
Contracts Co-ordinator  
Corporate Investigations Officer  
Day Service Co-ordinator  
Development Project Officer (SLLM) (Temp)  
Elections Officer  
Engineer  
Equity & Excellence Practitioner  
Fleet Business Co-ordinator  
Food Safety Officer  
Harbourmaster (Buckie)  
Health & Wellbeing Officer  
Home Improvement Services Officer  
Homeless Project Officer (Rapid Rehousing)  
Housing Compliance Officer  
Housing Needs Officer  
Housing Needs Officer (Allocations)  
Housing Options Officer  
Housing Project Officer  
Housing Support Officer  
Housing Support Officer (Housing First)  
Human Resources Adviser  
Information Assurance Officer  
Information Systems Officer  
Learning Centre Co-ordinator  
Library Resource Centre Co-ordinator  
Lighting Design Technician  
Local Heritage Officer  
Maintenance Assistant (Building Surveying)  
Maintenance Assistant (Electrical)  
Maintenance Assistant (Mechanical)  
Operational Support Officer (Food & Nutrition)  
Organisational Development Adviser (Culture)  
Organisational Development Officer  
Performance Officer  
Peripatetic Workplace Assessor  
Planning Design Officer

Planning Officer  
Project Officer  
Project Officer (Asbestos)  
Project Officer (Digital Literacies)(Temporary)  
Project Officer (Moray Pathways)(Temporary)  
Project Officer (MYT)  
Project Officer (Parenting Employability Support)(Temporary)  
Project Officer (Third Sector)(Temporary)  
Quality Management System Officer  
Quantity Surveying Assistant  
Repairs Officer  
Research & Information Officer  
Resources Officer (EL&C)  
Resources Officer (Projects & PPP)  
School Support Co-ordinator  
School Support Co-ordinator (Relief)  
Senior ICT Officer  
Senior ICT Officer (Secondment Backfill)  
Senior ICT Officer (Temporary)  
Senior Payments Officer  
Senior Payments Officer (Processing)  
Service Co-ordinator  
Shared Lives Officer  
Sport & Leisure Supervisor  
Sports Coach (8)  
Supervisory Technician  
Supported Accommodation Officer  
Supported Accommodation Officer (B)  
Systems & Support Librarian  
Taxation Support Officer  
Technical Officer (Private Water Supply)  
Technician  
Trading Standards Officer  
Training Officer  
Transport Support Officer  
Voids Officer  
Volunteer Development & Community Participation Development Officer  
Welfare Benefits Adviser

#### **SJC 36.25 Grade 9**

Accountant  
Adult & Family Learning Officer  
Architect  
Asset Co-ordinator  
Asset Management Information Co-ordinator  
Assistant Manager  
Auditor  
Benefit Appeals & Policy Officer  
Building Services Engineer  
Building Standards Officer  
Building Surveyor

Business Continuity & Risk Management Officer  
Business Support Officer  
Business Support Team Leader (Customer Services)  
Care at Home Assistant Manager  
Child Protection Improvement Officer  
CLD Worker  
Climate Change Strategy Officer (Projects)  
Community Care Officer  
Community Care Officer (Learning Disabilities)  
Community Care Officer Social Worker (Mental Health)  
Community Care Officer/Social Worker  
Community Care/Mental Health Officer (Learning Disabilities)  
Community Support Officer  
Community Support Officer (Learning Estate)  
Community Support Officer (Participatory Budgeting)  
Community Wealth Building Officer (Temporary)  
Contracts Co-ordinator  
Customer Service Team Leader  
Development Officer  
Emergency Planning Officer (EPO)  
Energy Officer  
Engineer  
Engineer (Traffic)  
Environmental Health Officer  
Environmental Health Officer (Graduate Development)  
Equal Opportunities Officer  
Estates Surveyor  
Health & Safety Adviser  
Housing Occupational Therapist  
HR Business & Resources Team Leader  
Human Resources Adviser  
Learning Technologist  
Money Advice Moray Team Leader  
Nursery Manager (Aberlour/Rothes)  
Nursery Manager (Burghead/Hopeman)  
Nursery Manager (Cullen/Findochty)  
Nursery Manager (Keith/St Thomas)  
Nursery Manager (Lady Cathcart/Portgordon)  
Nursery Manager (Linkwood/East End)  
Nursery Manager (Milnes/Lhanbryde)  
Nursery Manager (Mortlach/Tomintoul)  
Nursery Manager (Pilmuir/Kinloss)  
Nursery Manager (Seafeld / New Elgin)  
Nursery Manager (St Gerardines/Hythehill)  
Nursery Manager (St Peters/Millbank)  
Occupational Therapist  
Occupational Therapist (Blue Badge)  
Occupational Therapist (Elgin)  
Occupational Therapist (Forres)  
Occupational Therapist (Keith)



Occupational Therapist (Lossie)(Flexible Retirement)  
Occupational Therapist (MRC)  
Open Space Access & Policy Officer  
Open Space Operations Officer  
Organisational Development Adviser  
Outdoor Learning & Duke of Edinburgh Officer  
Physical Disability Development Officer  
Planning Officer  
Policy Officer  
Principal Asset Programme Technician (Flexible Retirement)  
Principal Lighting Technician  
Procurement Officer  
Procurement Officer (Systems)  
Project Lead - The Promise  
Project Officer (Devolved School Management)  
Project Officer (Resettlement & Refugees)  
Public Transport Officer  
Public Transport Officer (Education)  
Rents Officer  
Resilience & Asset Management Officer  
Senior Architectural Assistant  
Senior Discretionary Award Officer  
Senior Housing Needs Officer (Allocations)  
Senior Housing Officer (Information)  
Senior Housing Officer (Policy)  
Senior Housing Officer (Policy) (Temporary)  
Senior ICT Officer  
Senior Infrastructure Growth/Obligations Officer (Secondment)  
Senior Performance Officer  
Social Enterprise Development Officer  
Social Worker  
Social Worker (Addictions)  
Social Worker (Criminal Justice)  
Social Worker (Fostering & Adoption)  
Social Worker (Kinship)  
Social Worker (Mental Health)  
Social Worker (Mental Health)(Temporary)  
Social Worker (Out Of Hours Service)  
Social Worker (Secondment)  
Social Worker (Temp)  
Social Worker (Through Care & After Care)  
Social Worker (Unpaid Carers)  
Social Worker (Youth Justice)  
Social Worker/Community Care Officer (Mental Health DO)  
Solicitor  
Support Assistant (Music) (Temporary)  
Sustainable Travel Officer  
SVQ Internal Verifier  
System & Performance Development Officer (Flexible Retirement)  
Systems Manager

Training Facilitator  
Training Facilitator (Adult Protection)  
Training Facilitator (Maternity Cover)  
Vehicle Services & Compliance Manager  
Waste Operations Officer

**SJC 37.00 Grade 1**

Caretaker  
Caretaker (Bishopmill)  
Caretaker (Buckie)  
Caretaker (Elgin Academy)  
Caretaker (Forres Academy)  
Caretaker (Lossiemouth High)  
Caretaker (Relief)  
Children's Escort  
Children's Escort (Maternity Cover)  
Children's Escort (Relief)  
Cleaner  
Cleaner (230-240 High Street)  
Cleaner (9 North Guildry Street)  
Cleaner (Ashgrove portacabin)  
Cleaner (Ashgrove)  
Cleaner (Beechbrae)  
Cleaner (Buckie Access Point)  
Cleaner (Buckie DLO)  
Cleaner (Buckie Harbour)  
Cleaner (Buckie Library)  
Cleaner (Buckie Roads)  
Cleaner (Buckie Town House)  
Cleaner (Burghead Harbour)  
Cleaner (Cameron Parkbrae)  
Cleaner (Cedarwood)  
Cleaner (Chanonry)  
Cleaner (Child Protection Unit)  
Cleaner (Dufftown Library)  
Cleaner (Dufftown Roads)  
Cleaner (Elgin Community Centre)  
Cleaner (Elgin Library)  
Cleaner (Forres House)  
Cleaner (Harlequins)  
Cleaner (Keith Community Centre)  
Cleaner (Keith DLO)  
Cleaner (Keith Library)  
Cleaner (Keith Resource Centre)  
Cleaner (Lady Cathcart)  
Cleaner (Larch Court)  
Cleaner (Lossiemouth Business Unit)  
Cleaner (Lossiemouth Library)  
Cleaner (Mosstodloch DLO)  
Cleaner (Moycroft)  
Cleaner (Pinefield PARC)

Cleaner (Pinefield)  
Cleaner (Relief)  
Cleaner (Void Houses) (Relief)  
Cleaner EL&C  
Patient Transport Escort  
Toilet Attendant

#### **SJC 37.00 Grade 11**

Team Manager/Consultant Practitioner Residential Complex and Challenging Needs

#### **SJC 37.00 Grade 2**

Car Park Attendant  
Children's Supervisor  
Children's Supervisor (Relief)  
Children's Supervisor (Relief)  
Children's Supervisor (Temporary)  
Classroom Assistant  
Classroom Assistant (PEF - Temp)  
Classroom Assistant (PEF - Temporary)  
Classroom Assistant (PEF)  
Classroom Assistant (Relief)  
Classroom Assistant (Temp)  
Early Years Support Worker  
Early Years Support Worker (Relief)  
Early Years Support Worker (Temporary)  
Gardener 2  
Harbour Assistant  
Lunchtime Auxiliary  
Lunchtime Auxiliary (Relief)  
Lunchtime Auxiliary (Temporary)  
Seasonal Gardener 2  
Street Sweeper

#### **SJC 37.00 Grade 3**

Breakfast Club Support Worker  
Breakfast Club Worker  
Caretaker  
Catering Assistant  
Catering Assistant (driver)  
Catering Assistant (Relief)  
Catering Assistant (Relief))  
Catering Assistant EL&C  
Chargehand Cleaner  
Chargehand Cleaner (Elgin Library)  
Chargehand Cleaner (Forres House)  
Civic Amenity Site Attendant  
Disposal Operative (Processing)  
Driver 3  
Gardener 3  
Grave Digger 3  
Harbour Assistant (Buckie Pilot)  
Harbour Assistant (Relief)  
Mobile Toilet Cleaner

PTU Driver  
PTU Driver (Relief)  
Pupil Support Assistant  
Pupil Support Assistant (ARAG)  
Pupil Support Assistant (ASN - Additional Resources) (Temporary)  
Pupil Support Assistant (ASN Additional Resources - Temp)  
Pupil Support Assistant (ASN Additional Resources)  
Pupil Support Assistant (Covid-19)  
Pupil Support Assistant (EAL)  
Pupil Support Assistant (Early Years)  
Pupil Support Assistant (LOA)  
Pupil Support Assistant (Maternity Cover)  
Pupil Support Assistant (PEF - Temporary)  
Pupil Support Assistant (PEF Temporary)  
Pupil Support Assistant (PEF)  
Pupil Support Assistant (Relief)  
Pupil Support Assistant (Secondment Cover)  
Pupil Support Assistant (SES)  
Pupil Support Assistant (Struan)  
Pupil Support Assistant (Temp)  
Pupil Support Assistant EL&C  
Pupil Support Assistant EL&C (Temporary)  
Pupil Support Assistant (Forces Funded) (Temporary)  
Refuse Collector  
Refuse Collector/Relief Driver  
Road Sweeper  
Roadworker 2  
Roadworker 2 (Keith)  
Roadworker 2 (Lighting)  
Roadworker 3  
Sheltered Housing Warden (Buckie) PT  
Sheltered Housing Warden (Buckie)  
Sheltered Housing Warden (Forres)  
Sheltered Housing Warden (Forres) PT  
Sheltered Housing Warden (Forres) PT (Temporary)  
Sheltered Housing Warden (Larch Court)  
Sheltered Housing Warden (Linkwood)  
Sheltered Housing Warden (Portgordon)  
Sheltered Housing Warden (Relief)  
Sheltered Housing Warden (Triple Scheme)  
Workshop Assistant (Light)

#### **SJC 37.00 Grade 4**

Assistant Cook  
Assistant Cook (Flexible Retirement)  
Assistant Cook (Mobile)  
Assistant Cook (Temporary)  
Care Assistant  
Care Assistant (Relief)  
Community Support Worker  
Cook

Cook (Relief)  
Day Service Support Worker  
Disposal Driver  
Disposal Operative  
Driver  
Driver 3 (Lower Chargehand)  
Driver 3 Lower Chargehand  
Driver 4 (Tractor Driver)  
Gardener 3 (Lower Chargehand)  
Grave Digger (Lower Chargehand)  
Grave Digger 3 (Lower Chargehand)  
Home Carer (Sessional)  
Labourer (Buckie)  
Labourer (Keith)  
Labourer (Mosstodloch)  
Older People's Day Care Support Worker  
Older People's Day Care Support Worker (Relief)  
Refuse Driver  
Roadworker 3  
Roadworker 3 (Dufftown)  
Roadworker 3 (Keith)  
Roadworker 3 (Mechanical Excavation)  
Roadworker 3 (Sweeper/Gully)  
Roadworker 3 (Tomintoul)  
Roadworker/JCB Operator  
Seasonal Ranger (Core Path Auditor)  
Site Supervisor  
Social Care Assistant  
Social Care Assistant (Flexible Retirement)  
Social Care Assistant (Home from Hospital Team)  
Social Care Assistant (Home from Hospital)  
Social Care Assistant (Sessional)  
Social Care Assistant (Sessional) (Home from Hospital Team)  
Social Care Assistant (Sessional)(Home from Hospital)  
Stores Person  
Stores Person/Labourer  
Support Worker  
Support Worker (Challenging Behaviour)  
Support Worker (Challenging Behaviour) (Relief)  
Support Worker (Challenging Behaviour)(Relief)  
Support Worker (Temporary)  
Sweeper Driver  
Waste Disposal Operative  
Workshop Assistant (HGV)

**SJC 37.00 Grade 5**

Communication Assistant  
Disposal Operative (Chargehand)  
Inclusion Pupil Support Worker  
Key Worker  
Key Worker (Challenging Behaviour)

Key Worker (Challenging Behaviour) (Acting Cover)  
Playground Maintenance Fitter  
Pupil Support Worker  
Pupil Support Worker (ARAG)  
Pupil Support Worker (ASN Resource Group)  
Pupil Support Worker (Forces Funded)  
Pupil Support Worker (Intensive Care - Temporary)  
Pupil Support Worker (Intensive Care) (Temporary)  
Pupil Support Worker (PEF - Temporary)  
Pupil Support Worker (Relief)  
Pupil Support Worker (Secondment)  
Pupil Support Worker (Transition ASN)  
Refuse Driver (Chargehand)  
Team Leader (Home from Hospital Team)  
Team Leader (Home from Hospital)  
Transfer Station Operative  
Unit Supervisor/Cook  
Unit Supervisor/Cook (Mobile)  
Waste Disposal Operative

#### **SJC 37.00 Grade 6**

Catering Supervisor (Mobile) EL&C  
Direct Services Senior Stores Person  
Residential Child Care Worker  
Residential Child Care Worker (Relief)  
Roadworker 3 (Chargehand)  
Roadworker 3 (Higher Chargehand) (Keith)  
Roadworker 3 (Lower Chargehand)  
Roadworker 3 (Lower Chargehand) (Dufftown)  
Roadworker 4 (Chargehand) (Buckie)  
Roadworker 4 (Higher Chargehand)(Keith)  
Roadworker 4 (Lower Chargehand)  
Team Leader (Cemetery)  
Team Leader (Open Space)  
Team Leader (Operations)  
Team Leader (Trade & Recycling)  
Team Leader (Transfer)  
Unit Supervisor/Cook (A)

#### **SJC 37.00 Grade 7**

Assistant Manager  
Assistant Manager (Challenging Behaviour)  
Assistant Manager (Challenging Behaviour) (Acting)  
Assistant Manager (Challenging Behaviour) (Maternity Cover)  
Heating Installation Supervisor

#### **SJC 37.00 Grade 8**

Electrical Co-ordinator  
Heating Co-ordinator  
Plumbing & Heating Co-ordinator  
Repairs Co-ordinator  
Technical Supervisor  
Technical Supervisor (Secondment)

Vehicle Maintenance Co-Ordinator

**SJC 37.00 Grade 9**

Residential Child Care Senior

**Chief Official**

Chief Executive

Chief Financial Officer

Depute Chief Executive (Economy Environment & Finance)

Depute Chief Executive (Education Communities & Organisational Development)

Head of Economic Growth & Development

Head of Education

Head of Education Resources & Communities

Head of Environmental & Commercial Services

Head of Governance, Strategy & Performance

Head of Housing & Property Services

Head of HR, ICT & Organisational Development

Head of Service & Chief Social Work Officer

Grand Total

Female	Male	Grand Total	% Female      % Male	
	<b>11</b>	<b>11</b>	<b>0%</b>	<b>100%</b>
	8	8		
	3	3		
	<b>6</b>	<b>6</b>	<b>0%</b>	<b>100%</b>
	4	4		
	1	1		
	1	1		
<b>1</b>		<b>1</b>	<b>100%</b>	<b>0%</b>
1		1		
<b>2</b>	<b>42</b>	<b>44</b>	<b>5%</b>	<b>95%</b>
	1	1		
	1	1		
1		1		
	3	3		
1	15	16		
	1	1		
	1	1		
	2	2		
	1	1		
	1	1		
	1	1		
	13	13		
	1	1		
	1	1		
	<b>43</b>	<b>43</b>	<b>0%</b>	<b>100%</b>
	3	3		
	9	9		
	3	3		
	1	1		
	1	1		
	1	1		
	1	1		
	11	11		
	3	3		
	1	1		
	1	1		
	6	6		
	2	2		
	<b>6</b>	<b>6</b>		
	1	1		
	1	1		
	4	4		
<b>12</b>	<b>2</b>	<b>14</b>	<b>86%</b>	<b>14%</b>
4		4		
	1	1		
7		7		
1		1		



	1	1		
59	28	87	68%	32%
4	1	5		
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43	24	67	64%	36%
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6	6	12	50%	50%
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13	16	29	45%	55%
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16	7	23	70%	30%
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2	1	3		
1	1	2		
	1	1		
1		1		
6	3	9		
4		4		
316	67	383	83%	17%
17	2	19		
1		1		
1		1		
45	2	47		
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7		7		
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14		14		
2		2		
23	4	27		
2		2		
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6		6		
4		4		
1		1		
1		1		
18	1	19		
	1	1		

1	3	4
	1	1
	2	2
1		1
3	2	5
1		1
1		1
14	4	18
3	2	5
3	3	6
1		1
44	18	62
25	4	29
22	6	28
1		1
	2	2
	1	1
	1	1
1		1
5		5
8		8
1		1
1		1
4		4
2		2
	1	1
3	5	8
5	1	6
1		1
2		2
1		1
1		1

145	71	216	67%	33%
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2		2
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8		8
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7	1	8

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11	4	15		
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2	1	3		
5	1	6		
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212	42	254	83%	17%
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4	1	5		
7		7		
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	5	5
	2	2
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	1	1
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10	5	15
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4		4
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39		39
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	1	1		
2		2		
1		1		
	1	1		
6	1	7		
1		1		
1	1	2		
5	1	6		
<b>216</b>	<b>40</b>	<b>256</b>	<b>84%</b>	<b>16%</b>
11		11		
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	1	1		
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1	1	2		
8		8		
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	2	2		
1	1	2		

2		2
	1	1
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	1	1
78		78
1		1
1		1
10		10
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	1	1
15	1	16
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2		2
1		1
1		1
1		1
2	1	3
3	1	4
1		1
5		5
2	1	3
2	2	4
2		2
2		2
3		3
	1	1
1		1
8	1	9
1		1
1		1
5		5
2		2
1	1	2
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3	1	4
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1		1
5		5
1		1
1	1	2
1		1
	1	1
2		2
	5	5
3	2	5

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	2	2		
	1	1		
135	49	184	73%	27%
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2		2		
1		1		
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13		13		
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<b>116</b>	<b>69</b>	<b>185</b>	<b>63%</b>	<b>37%</b>
4	5	9		
1		1		
1		1		
3	2	5		
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3		3		
4	1	5		
1	1	2		
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	3	3		
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3	1	4
1	1	2
1		1
1	1	2
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3		3
1		1
2	1	3
1		1
4	2	6
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4	2	6		
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188	89	277	68%	32%
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3	1	4
1		1
2	2	4
1		1
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	1	1
8	3	11
1		1
1	1	2
1		1
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2	2	4
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5	4	9
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4	1	5
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1	13	14
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47	4	51
1		1
10	2	12
8		8
1		1
4	1	5
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1	2	3
2		2
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2	2	4
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	<b>300</b>	<b>42</b>	<b>342</b>	<b>88% 12%</b>
	2	4	6	
		1	1	
		2	2	
		1	1	
		2	2	
	1		1	
	5	6	11	
	35	1	36	
	1		1	
	6	4	10	
	173	6	179	
	2		2	
	1		1	
	1		1	
	3		3	
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1		1		
21	6	27		
1		1		
6	1	7		
1	1	2		
	1	1		
	1	1	0%	100%
	1	1		
284	18	302	94%	6%
2	2	4		
43	2	45		
1		1		
4		4		
2		2		
77	1	78		
6		6		
7		7		
3		3		
12		12		
2		2		
28		28		
3		3		
6		6		
	1	1		
	1	1		
55	1	56		
29	1	30		
4		4		
	5	5		
	4	4		
922	149	1071	86%	14%
1		1		
1		1		
	1	1		
191	1	192		
1		1		
31		31		
1		1		
23		23		
12	1	13		
1		1		
1		1		
	1	1		
	2	2		
	22	22		
	5	5		
	3	3		
	4	4		
	1	1		
	3	3		

4	21	25
2	8	10
416	15	431
2		2
2		2
4		4
2		2
2		2
1		1
1		1
2		2
3		3
43	1	44
1		1
16		16
112	5	117
1		1
1		1
2		2
1		1
23	1	24
2		2
1		1
	35	35
	4	4
	3	3
	2	2
	4	4
	1	1
	2	2
	1	1
1		1
1		1
1		1
1		1
1		1
2	1	3
1		1
6		6
1		1
	1	1
426	164	590
18	2	20
1		1
2		2
1		1
28	2	30
3		3
1		1
2		2

426	164	590	72%	28%
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2		2
12	1	13
	2	2
	14	14
	8	8
1	4	5
	1	1
	5	5
	1	1
	2	2
	1	1
1		1
	1	1
	3	3
	8	8
3		3
1		1
	10	10
	18	18
	6	6
	9	9
	1	1
	1	1
	2	2
	1	1
	1	1
9		9
224	16	240
1		1
26	2	28
1		1
25	2	27
3		3
1		1
	3	3
1	2	3
11	3	14
41	24	65
5	2	7
	1	1
2	1	3
	2	2
	1	1
	1	1
67	20	87
4		4
	2	2
1		1
4	1	5
6	2	8

67	20	87	77%	23%
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3	3	6		
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2		2		
1		1		
1		1		
2		2		
	2	2		
1		1		
1		1		
	1	1		
33	1	34		
1	1	2		
	2	2		
39	25	64	61%	39%
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1		1		
15	2	17		
18	2	20		
	3	3		
	1	1		
	3	3		
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	2	2		
	1	1		
	3	3		
	1	1		
	3	3		
2	2	4		
	1	1		
1		1		
1		1		
6	2	8	75%	25%
1		1		
3	1	4		
1		1		
1		1		
	1	1		
	9	9	0%	100%
	1	1		
	1	1		
	1	1		
	1	1		
	3	3		
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	1	1		
1	2	3	33%	67%
1	2	3		
8	4	12	67%	33%
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3533	1054	4587	77%	23%

SJC SCP	Moray SCP from	Hourly Rate			SJC SCP	Moray SCP from
		01/04/2022	37 Hrs 1924	36.25 Hrs 1885		
		£	£	£		
<b>Grade 1</b>					<b>Grade 2</b>	
19	2	10.98	21125.52	20697.30	21	5
20	3	11.11	21375.64	20942.35	22	6
<b>Grade 3</b>					<b>Grade 4</b>	
23	7	11.55	22222.20	21771.75	26	10
24	8	11.70	22510.80	22054.50	28	11
25	9	11.81	22722.44	22261.85	31	12
<b>Grade 5</b>					<b>Grade 6</b>	
32	13	12.88	24781.12	24278.80	41	16
35	14	13.45	25877.80	25353.25	44	17
38	15	13.98	26897.52	26352.30	47	18
<b>Grade 7</b>					<b>Grade 8</b>	
49	19	16.02	30822.48	30197.70	57	23
51	20	16.45	31649.80	31008.25	59	24
53	21	16.91	32534.84	31875.35	61	25
55	22	17.38	33439.12	32761.30	63	26
<b>Grade 9</b>					<b>Grade 10</b>	
68	27	20.86	40134.64	39321.10	77	31
70	28	21.44	41250.56	40414.40	79	32
72	29	22.07	42462.68	41601.95	81	33
75	30	22.88	44021.12	43128.80	83	34
<b>Grade 11</b>					<b>Grade 12</b>	
85	35	26.54	51062.96	50027.90	92	39
87	36	27.32	52563.68	51498.20	94	40
89	37	28.18	54218.32	53119.30	96	41
91	38	29.01	55815.24	54683.85	98	42
<b>Grade 13</b>						
100	43	33.14	63761.36	62468.90		
102	44	34.16	65723.84	64391.60		
104	45	35.21	67744.04	66370.85		
106	46	36.28	69802.72	68387.80		

## Hourly Rate

	37 Hrs	36.25 Hrs
01/04/2022	1924	1885
£	£	£
11.25	21645.00	21206.25
11.41	21952.84	21507.85
11.96	23011.04	22544.60
12.26	23588.24	23110.10
12.76	24550.24	24052.60
14.36	27628.64	27068.60
14.96	28783.04	28199.60
15.58	29975.92	29368.30
17.88	34401.12	33703.80
18.40	35401.60	34684.00
18.93	36421.32	35683.05
19.47	37460.28	36700.95
23.54	45290.96	44372.90
24.28	46714.72	45767.80
25.01	48119.24	47143.85
25.77	49581.48	48576.45
29.46	56681.04	55532.10
30.37	58431.88	57247.45
31.25	60125.00	58906.25
32.17	61895.08	60640.45



**SCP                  Craft SCP    Hourly Rate**

**01/04/2022    01/04/2022    1924**

<b>Grade 5</b>	<b>New Point</b>	<b>£</b>	<b>£</b>
32	<b>13</b>	12.88	24781.12
35	<b>14</b>	13.45	25877.80
38	<b>15</b>	13.98	26897.52

<b>Grade 6</b>	<b>New Point</b>	<b>£</b>	<b>£</b>
41	<b>16</b>	14.36	27628.64
44	<b>17</b>	14.96	28783.04
47	<b>18</b>	15.58	29975.92

<b>Grade 7</b>	<b>New Point</b>	<b>£</b>	<b>£</b>
49	<b>19</b>	16.02	30822.48
51	<b>20</b>	16.45	31649.80
53	<b>21</b>	16.91	32534.84
55	<b>22</b>	17.38	33439.12

**Apprentices SCO Grade 5**

	<b>New Point</b>	<b>£</b>	<b>£</b>
<b>Grade 5</b>	<b>61</b>	6.44	12390.56 50% of Pt 13
	<b>62</b>	8.07	15526.68 60% of Pt 14
	<b>63</b>	9.79	18835.96 70% of Pt 15
	<b>64</b>	12.51	24069.24 89.5% of Pt 15

**Apprentices ACO Grade 6**

	<b>New Point</b>	<b>£</b>	<b>£</b>
<b>Grade 6</b>	<b>65</b>	7.18	13814.32 50% of Pt 16
	<b>66</b>	10.47	20144.28 70% of Pt 17
	<b>67</b>	12.46	23973.04 80% of Pt 18
	<b>68</b>	13.24	25473.76 85% of Pt 18

**Apprentices SCO Grade 5 Mechanics**

	<b>New Point</b>	<b>£</b>	<b>£</b>
<b>Grade 5</b>	<b>69</b>	6.44	12390.56 50% of Pt 13
	<b>70</b>	9.42	18124.08 70% of Pt 14
	<b>71</b>	11.18	21510.32 80% of Pt 15
	<b>72</b>	11.88	22857.12 85% of Pt 15

PAYSCALE_TABLE_NAME	SCALEPOINT	01/04/2022
Chief Officials	30	86457.00
Chief Officials	35	95454.00
Chief Officials	48	121710.00
Chief Officials	00	122644.00
Chief Officials	02	103441.00

# JOB TITLE & GRADE

	Female	Male
<b>SJC 36.25 Grade 6</b>	1	
Bilingual Translator	1	
<b>SEE TEACHERS PAY GRADES - SEPARATE SHEET</b>	1062	257
Depute Head Teacher	42	10
Depute Head Teacher (Acting)	1	2
Depute Head Teacher (Phased Retirement Cover)	1	
Depute Head Teacher (Phased Retirement)	2	
Depute Head Teacher (SEBN) (Acting)	1	
Depute Head Teacher (Vacancy Cover)	2	
Early Years Teacher (Early Intervention)	7	
Early Years Teacher (Teaching & Learning)	3	
Early Years Teacher (Teaching & Learning) (Phased Retirement)	1	
Education Support Officer (Additonal Support Needs)	1	
Educational Psychologist	4	
Head Teacher	37	8
Head Teacher (Acting Up)	1	
Head Teacher (Acting)	1	
Head Teacher (Maternity Cover)	1	
Head Teacher (SEBN)	1	
Music Instructor	8	4
Primary Support Officer	1	
Principal Educational Psychologist		1
Principal Teacher	1	
Principal Teacher (Early Years)	1	
Principal Teacher (SEBN)	1	1
Principal Teacher (SEBN) (Acting) (Temp)	1	
Principal Teacher (SEBN)(Acting)(Temp)		1
Principal Teacher Enhanced Curriculum (Acting)		1
Principal Teacher of Achievement (PEF)	1	
Principal Teacher of Additional Support Needs	24	
Principal Teacher of Additional Support Needs (Maternity Cover)	1	
Principal Teacher of Art	6	
Principal Teacher of Art & Design	1	
Principal Teacher of Art & HE	1	
Principal Teacher of Attainment & Intervention (PEF - Temporary)	1	
Principal Teacher of Attainment & Intervention (Temporary)	2	
Principal Teacher of Autism	2	
Principal Teacher of Biology	5	
Principal Teacher of Biology & Chemistry		1
Principal Teacher of Biology (Maternity Cover)	1	
Principal Teacher of Biology (Phased Retirement)		1
Principal Teacher of Business & Digital Learning		1
Principal Teacher of Business Studies	3	1
Principal Teacher of Chemistry	3	2
Principal Teacher of Chemistry & Physics		1
Principal Teacher of Computer Studies	1	1
Principal Teacher of Computing & Technical		1
Principal Teacher of Design & Technology		1

Principal Teacher of Design & Technology (Secondment)		1
Principal Teacher of Drama	2	
Principal Teacher of Drama (Acting)	1	
Principal Teacher of Drama (Acting)(LTT)	1	
Principal Teacher of Drama (Phased Retirement)	1	
Principal Teacher of English & Religious & Moral Education (Acting)	1	
Principal Teacher of English	4	1
Principal Teacher of English & Religious & Moral Education	1	
Principal Teacher of English (Acting)	1	
Principal Teacher of English (Phased Retirement)	1	
Principal Teacher of English as an Additional Language		1
Principal Teacher of English/RME	1	
Principal Teacher of Geography	2	4
Principal Teacher of Geography (Acting)	1	
Principal Teacher of Guidance	24	4
Principal Teacher of Guidance (Acting)	1	
Principal Teacher of Guidance (Maternity Cover)	1	
Principal Teacher of Guidance (Phased Retirement)	2	
Principal Teacher of Guidance (Secondment Cover)	1	
Principal Teacher of History	3	
Principal Teacher of History/Modern Studies	2	1
Principal Teacher of Home Economics	4	1
Principal Teacher of Home Economics (Acting)	1	
Principal Teacher of Home Economics pt	1	
Principal Teacher of Humanities		1
Principal Teacher of ICT		1
Principal Teacher of ICT/Business Education		1
Principal Teacher of Mathematics	5	2
Principal Teacher of Mathematics (Maternity Cover)		1
Principal Teacher of Mathematics (Secondment Cover)	1	
Principal Teacher of Modern Languages	6	3
Principal Teacher of Modern Studies	3	1
Principal Teacher of Music	4	1
Principal Teacher of Music (Adoption Cover)	1	
Principal Teacher of Music (Maternity Cover)	1	1
Principal Teacher of Music Instruction		1
Principal Teacher of Performing Arts (Acting)	1	
Principal Teacher of Performing Arts (Phased Retirement)	1	
Principal Teacher of Physical Education/Guidance (Phased Retirement)	1	
Principal Teacher of Physical Education	1	7
Principal Teacher of Physical Education & Curriculum Structures		1
Principal Teacher of Physical Education & Home Economics		1
Principal Teacher of Physics	2	3
Principal Teacher of Physics (Phased Retirement)		1
Principal Teacher of Primary	13	1
Principal Teacher of Primary (Acting)		1
Principal Teacher of Primary (LTT)	1	
Principal Teacher of Primary (Maternity Cover)	2	
Principal Teacher of Primary (Secondment Cover)	1	
Principal Teacher of Raising Attainment	1	

Principal Teacher of Raising Attainment (Temporary Acting Up)		2
Principal Teacher of Raising Attainment (Temporary)	2	
Principal Teacher of Religious Education	1	3
Principal Teacher of RME & Curriculum Development	1	
Principal Teacher of Science	2	
Principal Teacher of Sensory Impairment Services		1
Principal Teacher of Social Studies		1
Principal Teacher of Social Studies (Acting)(LTT)	1	
Principal Teacher of Technical Education	2	4
Probationary Teacher	55	19
Quality Improvement Manager	1	1
Quality Improvement Officer	4	1
Quality Improvement Officer (Additional Support Needs)	1	
Senior Educational Psychologist	2	
Supply Teacher (Primary & Secondary)	2	
Supply Teacher (Primary)	55	6
Supply Teacher (Secondary)	23	19
Teacher (Intensive Support) (Temporary)	1	
Teacher (SEBN - Temporary)	2	1
Teacher (SEBN -Temporary)(ASG Support)	5	2
Teacher (SEBN)	4	1
Teacher (Struan)		1
Teacher (Training) (Temporary)	2	
Teacher of Additional Support Needs	1	
Teacher of Achievement (PEF)	1	
Teacher of Additional Support for Learning	1	
Teacher of Additional Support Needs	67	10
Teacher of Additional Support Needs (Covid-19) (Secondment)	1	
Teacher of Additional Support Needs (LTT)	6	2
Teacher of Additional Support Needs (Maternity Cover)	1	
Teacher of Additional Support Needs (PEF - Temp))	1	
Teacher of Additional Support Needs (Phased Retirement)	1	
Teacher of Additional Support Needs (Secondment Cover)	2	
Teacher of Art	12	1
Teacher of Art (LTT)	1	
Teacher of Autism	2	
Teacher of Biology	8	3
Teacher of Biology & Chemistry	1	
Teacher of Biology (Maternity Cover)	1	
Teacher of Biology/Chemistry	1	
Teacher of Biology/Science	2	
Teacher of Business Education & ICT	1	
Teacher of Business Studies	7	2
Teacher of Chemistry	5	5
Teacher of Chemistry/Biology	2	
Teacher of Computing		1
Teacher of Design & Technology		1
Teacher of Drama	6	1
Teacher of English	27	3
Teacher of English (LTT)		1

Teacher of English (Phased Retirement)		1
Teacher of English as an Additional Language	4	
Teacher of English as an Additional Language (Temporary)	2	
Teacher of Equity	3	
Teacher of Equity (LTT)	1	
Teacher of Food Technology	2	
Teacher of Geography	2	5
Teacher of Geography (LTT)		1
Teacher of Health, Wellbeing & Nurture (LTT)	1	
Teacher of Hearing Impairment	1	
Teacher of History	2	3
Teacher of History (LTT)	1	
Teacher of History/English	1	
Teacher of History/Modern Studies	3	1
Teacher of Home Economics	4	
Teacher of ICT/Computing/Business Management	1	
Teacher of Literacy & Numeracy	1	
Teacher of Mathematics	21	7
Teacher of Mathematics (LTT)	1	
Teacher of Mathematics (Phased Retirement)	1	1
Teacher of Mathematics/Physics		1
Teacher of Modern Languages	14	2
Teacher of Modern Studies	2	2
Teacher of Modern Studies/Social Subjects (Secondment Cover)		1
Teacher of Music	6	5
Teacher of Music (Secondment Backfill)		1
Teacher of Numeracy (LTT)	1	
Teacher of PE	1	2
Teacher of PE (LTT - PE McCrone Cover)	1	
Teacher of PE (Temporary)	1	
Teacher of Physical Education	13	8
Teacher of Physical Education (LTT)	1	1
Teacher of Physics	3	5
Teacher of Physics & Science		1
Teacher of Primary	304	24
Teacher of Primary (Career Break Cover)	1	
Teacher of Primary (LOA Cover)	1	
Teacher of Primary (Long Term Temporary)		1
Teacher of Primary (LTT)	33	1
Teacher of Primary (LTT)(Career Break)	1	
Teacher of Primary (Maternity Cover)	6	
Teacher of Primary (McCrone)	2	
Teacher of Primary (PEF - Temp)	1	
Teacher of Primary (PEF - Temporary)	4	
Teacher of Primary (PEF)(LTT)	1	
Teacher of Primary (Phased Retirement)	3	
Teacher of Primary (Secondment Backfill)	2	
Teacher of Primary (Secondment Cover)	1	
Teacher of Primary (Supporting STEM & Digital Technologies) (PEF - Temp)	1	
Teacher of Primary (Winding Down)	1	

Teacher of Religious & Moral Education		1
Teacher of Religious Education	2	1
Teacher of Science	1	1
Teacher of Secondary (Covid-19)	1	
Teacher of Social Subjects	1	1
Teacher of Social Subjects (LTT)		1
Teacher of Technical		1
Teacher of Technical Education	1	6
Teacher of Visual Impairment	2	
Grand Total	1063	257

Grand Total	Female	Male	Total	%	%
1					
1					
1319					
52	49	12	61	80%	20%
3					
1					
2					
1					
2					
7	10	0	10	100%	0%
3					
1					
1	1	0	1	100%	0%
4	4	0	4	100%	0%
45	41	8	49	84%	16%
1					
1					
1					
1					
12	8	4	12	67%	33%
1	1	0	1	100%	0%
1	0	1	1	0%	100%
1	167	65	232	72%	28%
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2					
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1					
1					
6					
74	55	19	74	74%	26%
2	1	1	2	50%	50%
5	5	1	6	83%	17%
1					
2	2	0	2	100%	0%
2	80	25	105	76%	24%
61					
42					
1	637	121	758	84%	16%
3					
7					
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77					
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1  
34  
1  
6  
2  
1  
4  
1  
3  
2  
1  
1  
1

1		
3		
2		
1		
2		
1		
1		
7		
2		
1320	81%	19%

## SNCT SALARY TABLES

### Main Grade Scale

Point

Annual Salary 1.1.22

0 (Probationer)

£28,113

1

£33,729

2

£35,643

3

£37,713

4

£40,107

5

£42,336

### Chartered Teacher Spine

Point

Annual Salary 1.1.22

1

£43,650

2

£45,117

3

£46,158

4

£48,063

5

£49,989

6

£51,903

### Principal Teacher Spine

Point

Annual Salary 1.1.22

1

£46,158

2

£48,063

3

£49,989

4

£51,903

5

£53,829

6

£55,740

7

£57,657

8

£59,571

**Depute Headteachers and Headteachers**

Point

Annual Salary 1.1.22

1	
	£52,350
2	
	£53,964
3	
	£55,740
4	
	£57,657
5	
	£59,571
6	
	£61,185
7	
	£62,964
8	
	£64,737
9	
	£66,498
10	
	£68,271
11	
	£71,223
12	
	£74,175
13	
	£77,124
14	
	£80,070
15	
	£83,445
16	
	£87,771
17	
	£91,212
18	
	£95,409
19	
	£99,609

**Music Instructor Scale**

Point

Annual Salary 1.1.22

1	
	£29,451
2	

	£31,206
3	
	£32,970
4	
	£34,893
5	
	£37,098
6	
	£39,147

#### **Educational Psychologist Scale**

Point

Annual Salary 1.1.22

0	
	£47,505
1	
	£49,314
2	
	£51,153
3	
	£53,490
4	
	£56,562
5	
	£58,350
6	
	£60,423

#### **Senior Educational Psychologist**

Point

Annual Salary 1.1.22

1	
	£64,188

#### **Depute Principal Educational Psychologist and Principal Educational Psychologist Spine**

Point

Annual Salary 1.1.22

1	
	£64,188
2	
	£65,418
3	
	£66,714
4	
	£67,995
5	
	£69,279
6	
	£70,542
7	
	£71,799

8	
	£73,101
9	
	£74,382

#### **Education Support Officer Scale**

Point

Annual Salary 1.1.22

1	
	£48,063
2	
	£49,989
3	
	£51,903

#### **Quality Improvement Officer Scale**

Point

Annual Salary 1.1.22

1	
	£61,185
2	
	£64,737
3	
	£68,271

#### **Quality Improvement Manager**

Point

Annual Salary 1.1.22

1	
	£71,223