



Schedule of grades and rates of pay for local government employees

Effective from 1 April 2022 - 31 March 2023

Inverclyde
council



PAY & GRADING STRUCTURE

1 April 2022 to 31 March 2023

Grade 1	SLGLW				
Annual Salary	£21,028				
Hourly Rate	£10.90*				
Grade 2	SCP 21	SCP 23			
Annual Salary	£21,703	£22,282			
Hourly Rate	£11.25	£11.55			
Grade 3	SCP 25	SCP 27			
Annual Salary	£22,783	£23,362			
Hourly Rate	£11.81	£12.11			
Grade 4	SCP 30	SCP 32	SCP 34	SCP 36	
Annual Salary	£24,288	£24,847	£25,561	£26,256	
Hourly Rate	£12.59	£12.88	£13.25	£13.61	
Grade 5	SCP 40	SCP 42	SCP 44	SCP 46	
Annual Salary	£27,645	£28,011	£28,860	£29,632	
Hourly Rate	£14.33	£14.52	£14.96	£15.36	

PAY & GRADING STRUCTURE

1 April 2022 to 31 March 2023

Grade 6	SCP 50	SCP 52	SCP 54	SCP 56
Annual Salary	£31,329	£32,198	£33,104	£34,030
Hourly Rate	£16.24	£16.69	£17.16	£17.64
Grade 7	SCP 58	SCP 60	SCP 62	SCP 64
Annual Salary	£34,976	£35,979	£36,943	£38,024
Hourly Rate	£18.13	£18.65	£19.15	£19.71
Grade 8	SCP 66	SCP 68	SCP 70	
Annual Salary	£39,085	£40,242	£41,361	
Hourly Rate	£20.26	£20.86	£21.44	
Grade 9	SCP 72	SCP 74	SCP 76	
Annual Salary	£42,577	£43,464	£44,776	
Hourly Rate	£22.07	£22.53	£23.21	
Grade 10	SCP 78	SCP 80	SCP 82	
Annual Salary	£46,165	£47,535	£48,943	
Hourly Rate	£23.93	£24.64	£25.37	

PAY & GRADING STRUCTURE

1 April 2022 to 31 March 2023

Grade 11	SCP 84	SCP 86	SCP 88
Annual Salary	£50,486	£51,933	£53,554
Hourly Rate	£26.17	£26.92	£27.76
Grade 12	SCP 96	SCP 98	SCP 100
Annual Salary	£60,286	£62,061	£63,894
Hourly Rate	£31.25	£32.17	£33.14

***Backdated to 10/11/22**

All other rates backdated to 1st April 2022

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			Daytime Hours (Plain Time)				
13:00							
14:00							
15:00							
16:00							
17:00						Weekend Hours (Time & 10%)	
18:00							
19:00							
19:59							
20:00							
21:00			Evening Hours (Time & 10%)				
22:00							
23:00							
23:59							
Midnight							
01:00							
02:00			Night Hours (Time & 33.3%)				
03:00							
04:00							
05:00							
05:59							

ANNUAL & 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 2nd January Good Friday Easter Monday May Day Christmas Day Boxing Day Part time Employees will have leave presented in hours as per Conditions of Service.
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	

USEFUL INFORMATION ON INVERCLYDE COUNCIL PAY RATES

	01/04/22										
Scottish Local Government Living Wage (SLGLW) Paid by Inverclyde Council	£10.85 per hour										
Real Living Wage	£10.90 per hour										
National Living Wage	£9.50 per hour, 23 years and over										
National Minimum Wage	<table> <tr> <th>Age</th><th>Rate</th></tr> <tr> <td>21-22</td><td>£9.18 per hour</td></tr> <tr> <td>18-20</td><td>£6.83 per hour</td></tr> <tr> <td>Under 18</td><td>£4.81 per hour</td></tr> <tr> <td>Apprentices</td><td>£4.81 per hour</td></tr> </table>	Age	Rate	21-22	£9.18 per hour	18-20	£6.83 per hour	Under 18	£4.81 per hour	Apprentices	£4.81 per hour
Age	Rate										
21-22	£9.18 per hour										
18-20	£6.83 per hour										
Under 18	£4.81 per hour										
Apprentices	£4.81 per hour										

MODERN APPRENTICE PAY RATES AT INVERCLYDE COUNCIL

	01/04/22
Level 2 - Year 1	Training Allowance of £191.10 per week
Level 3 - Year 2	£8.91 per hour
Level 3 - Year 3	£9.35 per hour

As at 20/12/2022

USEFUL CONTACTS

Telephone

Human Resources: Tel: 01475 712740

Payroll: Tel: 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

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

GET IN TOUCH

Phone: 01475 712740

Email: human.resources@inverclyde.gov.uk

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

www.inverclyde.gov.uk