

Office Based and Maintenance Operatives

09	22464	20	28180	31	39908
10	22634	21	28993	32	41115
11	22873	22	29754	33	42351
12	23433	23	30640	34	43581
13	23861	24	31649	35	44477
14	24314	25	32655	36	45659
15	24881	26	33721	37	46982
16	25488	27	34849	38	48380
17	25988	28	35993	39	49955
18	26705	29	37453	40	51248
19	27417	30	38683		

Maintenance Grades

Maintenance Grade 1	Grade	15		17	24881	25988
Void Property Cleaner			Community Works Operator			
Maintenance Grade 2	Grade	18		21	26705	28993
Skilled Labourer			Ground Maintenance Operative			
Maintenance Grade 3	Grade	20		23	28180	30640
Maintenance Chargehand						
Maintenance Grade 4	Grade	22		26	29754	33721
Builder L1			Painter L1			
Joiner L1			Small Repairs Officer			
Maintenance Grade 5	Grade	24		28	31649	35993
Joiner L2						
Maintenance Grade 6	Grade	25		29	32655	37453
Joiner L3						
Maintenance Grade 7	Grade	25	QB27	30	32655	38683
Plumber L1						
Maintenance Grade 8	Grade	26	QB28	31	33721	39908
Electrician L1						
General Grade 7	Grade		09	14	20405	23378

% of starting salary point	Year 1	Year 2	Year 3	Year 4
Apprentice	RLW	RLW or 80%	90%	95%

Trade Apprentices, to be paid the Scottish Real Living Wage in accordance with guidance under Fair Work First for organisations as a minimum hourly rate, or the applicable rate based on the proportion of the qualified tradespersons salary, or the trades body rate which ever is higher.

KHA Apprenticeship Grade 1	Joiner	Builder	Painter
KHA Apprenticeship Grade 2	Plumber		
KHA Apprenticeship Grade 3	Electrician		

Executive Grades

Group Chief Executive Grade		1	1	138953
Executive Director Grade		1	1	107082
Director Grade		1	1	96374
Head of Service Grade		1	1	81019
Manager Grade		1	6	57261 63624

Hourly Rates

Hourly Paid Rates	Spinal Point Equiv				
		Annual Rate	Hourly Rate	12.1% Holiday Premiu	Total Hourly Rate
Administrative Assistant (Bank)	9	£22,464	£12.00	£1.45	£13.45
Cleaner	-	-	£12.00	-	-