HOURLY RATES (Based on 37 hours)

GRADE A	GRADE C	GRADE D	GRADE E	GRADE F	GRADE G	GRADE H	GRADE I	GRADE J	GRADE K	GRADE L	GRADE M
2 £5.90	10 £6.65	17 £7.38	24 £8.18	31 £9.09	41 £10.55	49 £11.87	58 £13.58	65 £15.08	72 £16.73	79 £18.56	84 £20.01
3 £5.99	11 £6.74	18 £7.48	25 £8.31	32 £9.19	42 £10.69	50 £12.06	59 £13.80	66 £15.30	73 £16.97	80 £18.84	85 £20.30
4 £6.08	12 £6.85	19 £7.60	26 £8.43	34 £9.50	43 £10.88	51 £12.23	60 £13.99	67 £15.53	74 £17.24	81 £19.14	86 £20.60
	13 £6.95	20 £7.71	28 £8.69	36 £9.79	44 £11.02	53 £12.60	61 £14.21	68 £15.76	75 £17.50	82 £19.40	88 £21.23
GRADE	14 £7.05	22 £7.95	30 £8.95	37 £9.93	45 £11.20	54 £12.79	62 £14.40	69 £16.00	76 £17.74	83 £19.71	90 £21.87
B	15 £7.16	23 £8.06	31 £9.09	38 £10.10	46 £11.36	55 £12.98	63 £14.64	70 £16.24	77 £18.02	84 £20.01	91 £22.20
3 £5.99	16 £7.27	24 £8.18	32 £9.19	39 £10.23	47 £11.52	56 £13.18	64 £14.85	71 £16.48	78 £18.30	85 £20.30	92 £22.53
4 £6.08	17 £7.38	25 £8.31	33 £9.37	40 £10.39	48 £11.71	57 £13.38	65 £15.08	72 £16.73	79 £18.56	86 £20.60	93 £22.87
5 £6.17	18 £7.48	26 £8.43	34 £9.50	41 £10.55	49 £11.87	58 £13.58	66 £15.30	73 £16.97	80 £18.84	87 £20.91	94 £23.22
6 £6.26	19 £7.60	27 £8.56	35 £9.65	42 £10.69	50 £12.06	59 £13.80	67 £15.53	74 £17.24	81 £19.14	88 £21.23	95 £23.55
7 £6.36	20 £7.71	28 £8.69	36 £9.79	43 £10.88	51 £12.23	60 £13.99	68 £15.76	75 £17.50	82 £19.40	89 £21.55	96 £23.91
8 £6.45	21 £7.83	29 £8.82		44 £11.02	52 £12.42	61 £14.21					
9 £6.55					53 £12.60						
10 £6.65											
11 £6.74											
12 £6.85											

FIRST AID ALLOWANCE

(Rate from payweek including 1/10/06)
£330 per annum
N.B. Rate for first aiders nominated by Falkirk Council

Night Working

A night working allowance of time and a third is payable to night workers for all hours wholly worked between 8pm and 7am. A night worker is an employee whose normal working week comprises periods of duty wholly worked between 8pm and 7am.

Out of Hours

Any hours worked outwith the standard working hours of Monday - Sunday, 7am - 8pm will be paid an out-of-hours allowance of time and one fifth in complete recompense.

Overtime

Where applicable, authorised overtime will be paid as follows:
Mon-Sun:- Time and 1/2
Public holidays:- Double time plus time in lieu or treble time in total recompense.
Overtime limit SCP61

ANNUAL LEAVE ENTITLEMENT
for Non School Based Employees

	Years Continuous Service at 1st January 2007						
Complete Calendar Months	Under 1 26 DAYS	1 27 DAYS	2 28 DAYS	3 29 DAYS	4 30 DAYS	5 31 DAYS	10+ 33 DAYS
1	2.5	2.5	2.5	2.5	2.5	3	3
2	4.5	4.5	5	5	5	5.5	5.5
3	6.5	7	7	7.5	7.5	8	8.5
4	9	9	9.5	10	10	10.5	11
5	11	11.5	12	12.5	12.5	13	14
6	13	13.5	14	14.5	15	15.5	16.5
7	15.5	16	16.5	17	17.5	18.5	19.5
8	17.5	18	19	19.5	20	21	22
9	19.5	20.5	21	22	22.5	23.5	25
10	22	22.5	23.5	24.5	25	26	27.5
11	24	25	26	27	27.5	28.5	30.5
12	26	27	28	29	30	31	33

ALL SJC EMPLOYEES

Essential user
(Rates from 1.4.99)
Lump Sum £822 pa

First 8,500 miles 35.1p
After 8,500 miles 12.6p

Casual user
(Rates from 1.4.99)
First 1,000 miles 53.65p

Next 7,500 miles 43.65p
After 8,500 miles 12.6p

Exceptional user rate - see essential rate
Public Transport Rate 27.8p

SUBSISTENCE ALLOWANCES

Breakfast £2.00 Lunch £3.00 Dinner £5.00

Falkirk Council

Salary Scales

for

SJC Employees

Effective from

1st October 2007

Produced by
Corporate & Commercial Services
(Human Resources)

HOURLY RATES (Based on 37 hours)

GRADE A	GRADE C	GRADE D	GRADE E	GRADE F	GRADE G	GRADE H	GRADE I	GRADE J	GRADE K	GRADE L	GRADE M
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	13 £6.95	20 £7.71	28 £8.69	36 £9.79	44 £11.02	53 £12.60	61 £14.21	68 £15.76	75 £17.50	82 £19.40	88 £21.23
GRADE	14 £7.05	22 £7.95	30 £8.95	37 £9.93	45 £11.20	54 £12.79	62 £14.40	69 £16.00	76 £17.74	83 £19.71	90 £21.87
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6 £6.26	19 £7.60	27 £8.56	35 £9.65	42 £10.69	50 £12.06	59 £13.80	67 £15.53	74 £17.24	81 £19.14	88 £21.23	95 £23.55
7 £6.36	20 £7.71	28 £8.69	36 £9.79	43 £10.88	51 £12.23	60 £13.99	68 £15.76	75 £17.50	82 £19.40	89 £21.55	96 £23.91
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4	9	9	9.5	10	10	10.5	11
5	11	11.5	12	12.5	12.5	13	14
6	13	13.5	14	14.5	15	15.5	16.5
7	15.5	16	16.5	17	17.5	18.5	19.5
8	17.5	18	19	19.5	20	21	22
9	19.5	20.5	21	22	22.5	23.5	25
10	22	22.5	23.5	24.5	25	26	27.5
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SUBSISTENCE ALLOWANCES

Breakfast £2.00 Lunch £3.00 Dinner £5.00

Falkirk Council

Salary Scales

for

SJC Employees

Effective from

1st October 2007

Produced by
Corporate & Commercial Services
(Human Resources)

FALKIRK COUNCIL - SALARY SCALES FOR SJC EMPLOYEES EFFECTIVE FROM 01.10.07

GRADE A	GRADE B	GRADE C	GRADE D	GRADE E	GRADE F	GRADE G	GRADE H	GRADE I	GRADE J	GRADE K	GRADE L	GRADE M
2 £11,382	**3** £11,556	**10** £12,829	**17** £14,237	**24** £15,781	**31** £17,536	**41** £20,353	**49** £22,899	**58** £26,198	**65** £29,092	**72** £32,275	**79** £35,806	**84** £38,603
3 £11,556	**4** £11,729	**11** £13,003	**18** £14,430	**25** £16,031	**32** £17,729	**42** £20,623	**50** £23,266	**59** £26,623	**66** £29,516	**73** £32,738	**80** £36,346	**85** £39,162
4 £11,729	**5** £11,903	**12** £13,215	**19** £14,662	**26** £16,263	**34** £18,327	**43** £20,989	**51** £23,594	**60** £26,989	**67** £29,960	**74** £33,259	**81** £36,925	**86** £39,741
	6 £12,077	**13** £13,408	**20** £14,874	**28** £16,765	**36** £18,887	**44** £21,260	**53** £24,308	**61** £27,414	**68** £30,404	**75** £33,761	**82** £37,426	**88** £40,956
	7 £12,270	**14** £13,601	**22** £15,337	**30** £17,266	**37** £19,157	**45** £21,607	**54** £24,674	**62** £27,780	**69** £30,867	**76** £34,224	**83** £38,024	**90** £42,191
	8 £12,443	**15** £13,813	**23** £15,549	**31** £17,536	**38** £19,485	**46** £21,915	**55** £25,041	**63** £28,243	**70** £31,330	**77** £34,764	**84** £38,603	**91** £42,828
	9 £12,636	**16** £14,025	**24** £15,781	**32** £17,729	**39** £19,736	**47** £22,224	**56** £25,427	**64** £28,648	**71** £31,793	**78** £35,304	**85** £39,162	**92** £43,464
	10 £12,829	**17** £14,237	**25** £16,031	**33** £18,076	**40** £20,044	**48** £22,591	**57** £25,812	**65** £29,092	**72** £32,275	**79** £35,806	**86** £39,741	**93** £44,120
	11 £13,003	**18** £14,430	**26** £16,263	**34** £18,327	**41** £20,353	**49** £22,899	**58** £26,198	**66** £29,516	**73** £32,738	**80** £36,346	**87** £40,339	**94** £44,796
	12 £13,215	**19** £14,662	**27** £16,514	**35** £18,617	**42** £20,623	**50** £23,266	**59** £26,623	**67** £29,960	**74** £33,259	**81** £36,925	**88** £40,956	**95** £45,432
		20 £14,874	**28** £16,765	**36** £18,887	**43** £20,989	**51** £23,594	**60** £26,989	**68** £30,404	**75** £33,761	**82** £37,426	**89** £41,574	**96** £46,127
		21 £15,105	**29** £17,015		**44** £21,260	**52** £23,960	**61** £27,414*					
						53 £24,308						

* Overtime limit SCP61

Progression on Transitional Points

The shaded points on the new pay structure are the transitional points. Progression through the transitional points will be by six monthly increments, commencing 1st April 2007. Progression from the last transitional point onto the first point of the revised grade (unshaded) will be on the next 1st October. Employees will then receive two increments each October until the top of the grade is reached.

Pay and Incremental progression

Annual increments will be granted on 1st October each year until the maximum of the scale is reached, provided the employee has had not less than six month's service in the grade. Two increments will be awarded each year, unless only one increment remains at the top of the scale, at which stage, the one remaining increment will be awarded.

Employees with less than six month's service in the grade by 1st October shall be granted their first increment with effect from the day following the completion of six months service after their appointment, promotion or re-grading. Thereafter they will, where applicable, receive annual increments on 1st October each year.

FALKIRK COUNCIL - SALARY SCALES FOR SJC EMPLOYEES EFFECTIVE FROM 01.10.07

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4 £11,729	**5** £11,903	**12** £13,215	**19** £14,662	**26** £16,263	**34** £18,327	**43** £20,989	**51** £23,594	**60** £26,989	**67** £29,960	**74** £33,259	**81** £36,925	**86** £39,741
	6 £12,077	**13** £13,408	**20** £14,874	**28** £16,765	**36** £18,887	**44** £21,260	**53** £24,308	**61** £27,414	**68** £30,404	**75** £33,761	**82** £37,426	**88** £40,956
	7 £12,270	**14** £13,601	**22** £15,337	**30** £17,266	**37** £19,157	**45** £21,607	**54** £24,674	**62** £27,780	**69** £30,867	**76** £34,224	**83** £38,024	**90** £42,191
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		20 £14,874	**28** £16,765	**36** £18,887	**43** £20,989	**51** £23,594	**60** £26,989	**68** £30,404	**75** £33,761	**82** £37,426	**89** £41,574	**96** £46,127
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