

### 36646 Pay and Grading Structure

Please provide the pay and grading structure used by your authority for NJC workers only, including any local extension of the pay spine.

[Please refer to the following attached document:](#)

#### [36646 Current Pay and Grading Structure](#)

Please provide the basic pay and gender distribution of NJC workers only employed by your local authority for each pay point you use, including any local extension of the pay spine, as below: Please do not include school support staff.

Please use the Excel template when responding to this question.

[Please refer to the following attached document:](#)

#### [36646 Q2 Response Spreadsheet](#)

Has your authority adopted/followed the Living Wage rate as set by the Living Wage Foundation?

YES/NO

[Yes - As a Scottish Local Authority, we are aligned to the Scottish Local Government Living Wage, set by COSLA on an annual basis.](#)

If YES go to Q4, if NO go to Q7

Which Foundation Living Wage rate have you adopted?

London - £11.05/hour

Outside London - £9.90/hour

Other (please specify rate) £

[Other - £9.78 Scottish Local Government Living Wage \(SLGLW\). It should be noted that there is an outstanding pay negotiation for 2022/23 still on-going, the outcome of which may impact this figure.](#)

How are you implementing the Foundation Living Wage rate?

As a supplement

Integrated into your grading structure

Other (please specify)

[Integrated into your grading structure - We consolidated the SLGLW into our grading structure in April 2021 in line with the 2018-2020 national pay agreement. Our minimum hourly rate of pay is above the Scottish Local Government Living Wage rate. \(See attached structure for details\).](#)

Are you an accredited Living Wage Foundation employer?

[Yes, since 2013.](#)

If you have not implemented the Foundation Living Wage, are you firmly committed to doing so?

YES/NO

Not applicable.

If yes to Q7 will you implement it in 2022/23?

YES/NO

Not applicable.

What is your percentage gender pay gap?

Mean

Median

Mean – 3.8%

Median – 6.7%

2021 figures are published on the Council's website at:

[Item 7.10 - Pay Gap Report.pdf \(edinburgh.gov.uk\)](#)

What is your percentage ethnicity pay gap?

Mean

Median

Mean – 14.1%

Median – 14.6%

2021 figures are published on the Council's website at:

[Item 7.10 - Pay Gap Report.pdf \(edinburgh.gov.uk\)](#)