

62209 Pay and Grading / Sickness and Overtime

For pay and grading, I would be grateful if you could share, where available:

A summary of your current LGW grade structure, including grade boundaries and associated spinal column point ranges.

The number of grades in use and whether any local grades or exceptions apply.

[Pay structures and guides](#) are available on the Council's website.

List of all job titles, number of roles, and grade.

Please find attached.

Headcount and FTE by grade.

Grade	Head Count	FTE
GR1	532	274
GR2	1,537	658
GR3	3,223	1,954
GR4	2,730	2,247
GR5	2,572	2,016
GR6	1,799	1,536
GR7	1,483	1,378
GR8	931	845
GR9	347	336
GR10	150	147
GR11	39	38
GR12	45	44

If there are any market supplements or pay flexibilities in place, and the role groups to which these apply.

The Council does not pay a market supplement for any LGE role.

The job evaluation scheme used, and if all LGW roles are evaluated.

LGE roles are evaluated using the Greater London Provincial Council (GLPC) scheme and this was adopted for the purpose of job evaluation by the City of Edinburgh Council in 2010.

For sickness and overtime, I would be grateful for any high-level information you are able to share on:

Monthly overtime cost for the last financial year.

Monthly sickness absence levels for the last financial year.

Top 5 sickness absence reasons for the last financial year, ideally by days lost.

The Council reports this information quarterly to the [Finance and Resource Committee](#)