Glasgow Life Job Families and Pay and Grading Structure 2025/25 Effective 01 April 2025

				/25 Effe								
PAY POINT	PAY LEVELS	GRADE						ROLE PRO	FILES			
£177,291.30	Р											
£172,296.40	12		Service LDR		Functional LDR							
£167,445.32	11	14	6A		6B							
£160,429.19	E											
										Б.		
£148,728.00	Р											
£144,555.03	12		Com des LDD		Front Served U.D.D.					A		
£140,502.28	11	13	Service LDR 5A		Functional LDR 5B							
£134,640.24	E									D		
1134,040.24	E	_								-		
(122 742 72	P	_	_							E		
£132,742.73	P											
£129,029.46	12	12	Service LDR 4A		Functional LDR 4B					R		
£125,423.21	11											
£120,207.11	E									S		
		_	_									
£120,207.11	ACZ		ACZ		ACZ		ACZ			н.		
		_	_									
£116,854.38	Р											
£112,005.56	12	11	Service LDR		Business LDR		Corporate LDR					
£107,364.18	11		3A		3B		3C			D		
£102,894.01	E											
£98,551.38	ACZ		ACZ		ACZ		ACZ					
£95,662.99	Р											
£91,517.40	12		Service LDR		Business LDR		Corporate LDR					
£87,541.20	11	10	2A		2B		2C					
£82,521.59	E											
£78,968.57	ACZ		ACZ									
170,500.57		_	ACE		ACZ		ACZ					
CTC CTT 04		_	_				_					
£76,627.94	Р											
£73,328.44	12	9	Service LDR 1A		Business LDR 1B		Corporate LDR 1C					
£70,142.01	11		17		10		10					
£66,165.67	E											
			BS	CA	CAT	CFUS	CRM	CSE	IPI	PCS	PES	SEC
£63,289.50	ACZ		BS ACZ	CA ACZ	CAT ACZ	CFUS ACZ	CRM ACZ	CSE ACZ	IPI ACZ	PCS ACZ	PES ACZ	SEC ACZ
£63,289.50 £61,456.46	Р											
		8	ACZ		ACZ	ACZ		ACZ	ACZ	ACZ	ACZ	ACZ
£61,456.46	Р	8		ACZ			ACZ					
£61,456.46 £58,777.34	P 12	8	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ
£61,456.46 £58,777.34 £56,267.46	P 12 11	8	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ
£61,456.46 £58,777.34 £56,267.46	P 12 11	8	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ
£61,456.46 £58,777.34 £56,267.46 £53,024.70	P 12 11 E	-	ACZ BS5	ACZ CA7	ACZ CAT6	ACZ CFUS8	ACZ CRM6	ACZ	ACZ IPI6	ACZ PCS7	ACZ PES7	ACZ SEC6
£61,456.46 £58,777.34 £56,267.46 £53,024.70 £50,712.16	P 12 11 E P	8	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ CSE6	ACZ	ACZ	ACZ	ACZ
£61,456.46 £58,777.34 £56,267.46 £53,024.70 £50,712.16 £48,540.64	P 12 11 E P 12	-	ACZ BS5	ACZ CA7	ACZ CAT6	ACZ CFUS8	ACZ CRM6	ACZ CSE6	ACZ IPI6	ACZ PCS7	ACZ PES7	ACZ SEC6
£61,456.46 £58,777.34 £56,267.46 £53,024.70 £50,712.16 £48,540.64 £46,271.35	P 12 11 E P 12 12 11	-	ACZ BS5	ACZ CA7	ACZ CAT6	ACZ CFUS8	ACZ CRM6	ACZ CSE6	ACZ IPI6	ACZ PCS7	ACZ PES7	ACZ SEC6
£61,456.46 £58,777.34 £56,267.46 £53,024.70 £50,712.16 £48,540.64 £46,271.35	P 12 11 E P 12 12 11	-	ACZ BS5	ACZ CA7	ACZ CAT6	ACZ CFUS8	ACZ CRM6	ACZ CSE6	ACZ IPI6	ACZ PCS7	ACZ PES7	ACZ SEC6
£61,456.46 £58,777.34 £56,267.46 £53,024.70 £50,712.16 £48,540.64 £46,271.35 £43,735.63	P 12 11 E P 12 11 E	7	ACZ BS5	ACZ CA7 CA6	ACZ CAT6 CAT5	ACZ CFUS8 CFUS7	ACZ CRM6	ACZ CSE6	ACZ	ACZ PCS7	ACZ PES7 PES6	ACZ SEC6
£61,456.46 £58,777.34 £56,267.46 £53,024.70 £50,712.16 £48,540.64 £46,271.35 £43,735.63 £42,116.92	P 12 11 E P 12 11 E 11 E	-	ACZ BS5 BS4	ACZ	ACZ CAT6	ACZ CFUS8	ACZ CRM6 CRM5	ACZ	ACZ IPI6	ACZ PCS7	ACZ PES7	ACZ SEC6
£61,456.46 £58,777.34 £56,267.46 £53,024.70 £50,712.16 £48,540.64 £46,271.35 £43,735.63 £42,116.92 £40,497.79 £38,284.69	P 12 11 E P 12 11 E 11 E	7	ACZ BS5 BS4 BS4	ACZ CA7 CA6	ACZ CAT6 CAT5	ACZ CFUS8 CFUS7	ACZ CRM6 CRM5 CRM5	ACZ	ACZ	ACZ PCS7	ACZ PES7 PES6	ACZ SEC6
£61,456.46 £58,777.34 £56,267.46 £53,024.70 £50,712.16 £48,540.64 £46,271.35 £43,735.63 £42,116.92 £40,497.79	P 12 11 E P 12 11 E 11 E	7	ACZ BS5 BS4 BS4	ACZ CA7 CA6	ACZ CAT6 CAT5	ACZ CFUS8 CFUS7	ACZ CRM6 CRM5 CRM5	ACZ	ACZ	ACZ PCS7	ACZ PES7 PES6	ACZ SEC6
£61,456.46 £58,777.34 £56,267.46 £53,024.70 £50,712.16 £48,540.64 £46,271.35 £43,735.63 £43,735.63 £40,497.79 £38,284.69 £36,272.27	P 12 11 E P 12 11 E 11 E	7	ACZ BS5 BS4 BS4	ACZ CA7 CA6	ACZ CAT6 CAT5	ACZ CFUS8 CFUS7	ACZ CRM6 CRM5 CRM5	ACZ	ACZ	ACZ PCS7	ACZ PES7 PES6	ACZ SEC6
£61,456.46 £58,777.34 £56,267.46 £53,024.70 £50,712.16 £48,540.64 £46,271.35 £43,735.63 £43,735.63 £42,116.92 £40,497.79 £38,284.69 £36,272.27	P 12 11 E P 12 11 E 11 E 12 11 E 12 11 E	7	ACZ BS5 BS4 BS4 BS BS BS BS BS BS BS BS BS BS BS BS BS	ACZ	ACZ CAT6 CAT5	ACZ CFUS8 CFUS7	ACZ CRM6 CRM5 CRM5	ACZ	ACZ	ACZ PCS7	ACZ PES7 PES6 PES5A	ACZ SEC6
£61,456.46 £58,777.34 £56,267.46 £53,024.70 £50,712.16 £48,540.64 £46,271.35 £43,735.63 £43,735.63 £42,116.92 £40,497.79 £38,284.69 £36,272.27	P 12 11 E P 12 11 E 11 E 12 11 E 12 11 E	7	ACZ BS5 BS4 BS 3A 3B	ACZ CA7 CA6 CA5	ACZ CAT6 CAT5	ACZ CFUS8 CFUS7 CFUS6	ACZ CRM6 CRM5 CRM5	ACZ	ACZ	ACZ PCS7	ACZ PES7 PES6 PES5A	ACZ SEC6
<pre>£61,456.46 £58,777.34 £56,267.46 £53,024.70  £50,712.16 £48,540.64 £46,271.35 £43,735.63  £43,735.63  £42,116.92 £40,497.79 £38,284.69 £36,272.27  £33,589.32 £33,589.32 £32,197.81</pre>	P 12 11 E P 12 11 E P 12 11 E P 12 11 E 11 E	7	ACZ BS5 BS4 BS4 BS BS BS BS BS BS BS BS BS BS BS BS BS	ACZ	ACZ	ACZ CFUS8 CFUS7	ACZ CRM6 CRM5 CRM 4A 4B	ACZ	ACZ	ACZ PCS7 PCS5	ACZ PES7 PES6 PES5A	ACZ
£61,456.46 £58,777.34 £56,267.46 £53,024.70 £50,712.16 £48,540.64 £46,271.35 £43,735.63 £43,735.63 £42,116.92 £40,497.79 £38,284.69 £36,272.27	P 12 11 E P 12 11 E 11 E 12 11 E 12 11 E	7	ACZ BS5 BS4 BS 3A 3B	ACZ CA7 CA6 CA5	ACZ	ACZ CFUS8 CFUS7 CFUS6	ACZ CRM6 CRM5 CRM 4A 4B	ACZ	ACZ	ACZ PCS7 PCS5	ACZ PES7 PES6 PES5A	ACZ
£61,456.46 £58,777.34 £56,267.46 £53,024.70 £50,712.16 £48,540.64 £46,271.35 £43,735.63	P 12 11 E P 12 11 E 11 E 12 11 E 12 11 E	7	ACZ BS5 BS4 BS 3A 3B	ACZ CA7 CA6 CA5	ACZ	ACZ CFUS8 CFUS7 CFUS6	ACZ CRM6 CRM5 CRM 4A 4B	ACZ	ACZ	ACZ PCS7 PCS5		ACZ
<pre>     f61,456.46     f58,777.34     f56,267.46     f53,024.70      f50,712.16     f48,540.64     f46,271.35     f43,735.63      f43,735.63      f42,116.92     f40,497.79     f38,284.69     f36,272.27      f34,917.78     f33,589.32     f32,197.81     f30,984.86      f30,984.86 </pre>	P 12 11 E P 12 11 E 11 E 1 1 E 1 1 E 1 1 E 1 E 1 E	7	ACZ BS5 BS4 BS 3A 3B BS 3A 3B	ACZ CA7 CA6 CA5		ACZ CFUS8 CFUS7 CFUS6 SA 5B	ACZ CRM6 CRM5 CRM 4A 4B CRM 3C	ACZ CSE6		ACZ PCS7 PCS6 PCS5	ACZ PES7 PES6 PES5A	ACZ
<pre>     f61,456.46     f58,777.34     f56,267.46     f53,024.70     f50,712.16     f48,540.64     f46,271.35     f43,735.63     f43,735.63     f42,116.92     f40,497.79     f38,284.69     f36,272.27     f33,589.32     f33,589.32     f32,197.81     f30,984.86     f30,984.86 </pre>	P 12 11 E P 12 11 E 1 1 E 1 1 E 1 1 E 1 E 1 E 1 E 1	7	ACZ BS5 BS4 BS 3A 3B	ACZ CA7 CA6 CA5	ACZ	ACZ CFUS8 CFUS7 CFUS6	ACZ CRM6 CRM5 CRM 4A 4B CRM 3C	ACZ	ACZ	ACZ PCS7 PCS5		ACZ
<pre>     f61,456.46     f58,777.34     f56,267.46     f53,024.70      f50,712.16     f48,540.64     f46,271.35     f43,735.63      f43,735.63      f42,116.92     f40,497.79     f38,284.69     f36,272.27      f34,917.78     f33,589.32     f32,197.81     f30,984.86      f30,984.86 </pre>	P 12 11 E P 12 11 E 11 E 1 1 E 1 1 E 1 1 E 1 E 1 E	7	ACZ BS5 BS4 BS 3A 3B BS 3A 3B	ACZ CA7 CA6 CA5		ACZ CFUS8 CFUS7 CFUS6 SA 5B	ACZ CRM6 CRM5 CRM 4A 4B CRM 3C	ACZ CSE6		ACZ PCS7 PCS6 PCS5	ACZ PES7 PES6 PES5A	ACZ
<pre>£61,456.46 £58,777.34 £56,267.46 £53,024.70  £50,712.16 £48,540.64 £46,271.35 £43,735.63  f43,735.63  f43,735.63  f43,735.63  f43,735.63  f33,284.69 f36,272.27  f38,284.69 f33,589.32 f32,197.81 f33,589.32 f32,197.81 f30,984.86  f229,875.87 f28,840.79 f227,806.24</pre>	P 12 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7	ACZ BS5 BS4 BS 3A 3B BS 3A 3B	ACZ CA7 CA6 CA5		ACZ CFUS8 CFUS7 CFUS6 SA 5B	ACZ CRM6 CRM5 CRM 4A 4B CRM 3C	ACZ		ACZ PCS7 PCS6 PCS5	ACZ PES7 PES6 PES5A	ACZ
<pre>     f61,456.46     f58,777.34     f56,267.46     f53,024.70     f50,712.16     f48,540.64     f46,271.35     f43,735.63     f43,735.63     f43,735.63     f34,917.78     f36,272.27     f34,917.78     f33,589.32     f32,197.81     f30,984.86     f32,197.81     f30,984.86     f29,875.87     f28,840.79     f27,806.24 </pre>	P 12 11 E P 12 11 E 1 1 E 1 1 E 1 1 E 1 E 1 E 1 E 1	7 6 4	ACZ BS5 BS4 BS4 BS3A 3B BS2B 2C	ACZ CA7 CA6 CA5 CA5 CA5		ACZ CFUS8 CFUS7 CFUS6 SA 5B	ACZ CRM6 CRM5 CRM3 CRM 4A 4B CRM 3C	ACZ CSE6 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4		ACZ	ACZ PES7 PES6 PES5A	
<pre>£61,456.46 £58,777.34 £56,267.46 £53,024.70  £50,712.16 £48,540.64 £46,271.35 £43,735.63  f43,735.63  f43,735.63  f43,735.63  f43,735.63  f33,284.69 f36,272.27  f38,284.69 f33,589.32 f32,197.81 f33,589.32 f32,197.81 f30,984.86  f229,875.87 f28,840.79 f227,806.24</pre>	P 12 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7	ACZ BS5 BS4 BS 3A 3B BS 3A 3B	ACZ CA7 CA6 CA5		ACZ CFUS8 CFUS7 CFUS6 SA 5B	ACZ CRM6 CRM5 CRM 4A 4B CRM 3C	ACZ		ACZ PCS7 PCS6 PCS5	ACZ PES7 PES6 PES5A	ACZ
<pre>     f61,456.46     f58,777.34     f56,267.46     f53,024.70     f50,712.16     f48,540.64     f46,271.35     f43,735.63     f43,735.63     f43,735.63     f34,917.78     f36,272.27     f34,917.78     f33,589.32     f32,197.81     f30,984.86     f32,197.81     f30,984.86     f29,875.87     f28,840.79     f27,806.24 </pre>	P 12 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7 6 4	ACZ BS5 BS4 BS4 BS3A 3B BS2B 2C	ACZ CA7 CA6 CA5 CA5 CA5		ACZ CFUS8 CFUS7 CFUS6 SA 5B	ACZ CRM6 CRM5 CRM3 CRM 4A 4B CRM 3C	ACZ CSE6 3 3 4 4 4 4 4 4 4 4 4 4 4 4 4		ACZ	ACZ PES7 PES6 PES5A	
<pre>     fe61,456.46     f58,777.34     f56,267.46     f53,024.70     f50,712.16     f48,540.64     f46,271.35     f43,735.63     f43,735.63     f42,116.92     f40,497.79     f38,284.69     f36,272.27     f33,589.32     f32,197.81     f30,984.86     f29,875.87     f28,840.79     f27,806.24 </pre>	P 12 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7 6 4	ACZ BS5 BS4 BS4 BS3A 3B BS2B 2C	ACZ CA7 CA6 CA5 CA5 CA5		ACZ CFUS8 CFUS7 CFUS6 SA 5B	ACZ CRM6 CRM5 CRM3 CRM 4A 4B CRM 3C	ACZ CSE6 CSE SA 5B 5C AA 4B AB AB AB AB AB AB AB AB AB A		ACZ	ACZ PES7 PES6 PES5A	ACZ
<pre>     fe61,456.46     f58,777.34     f56,267.46     f53,024.70     f50,712.16     f48,540.64     f46,271.35     f43,735.63     f43,735.63     f42,116.92     f40,497.79     f38,284.69     f36,272.27     f33,589.32     f32,197.81     f30,984.86     f29,875.87     f28,840.79     f27,806.24 </pre>	P 12 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7 6 4	ACZ BS5 BS4 BS4 BS3A 3B BS2B 2C	ACZ CA7 CA6 CA5 CA5 CA5		ACZ CFUS8 CFUS7 CFUS6 SA 5B	ACZ CRM6 CRM5 CRM3 CRM 4A 4B CRM 3C	ACZ CSE6 CSE SA 5B 5C AA 4B AB AB AB AB AB AB AB AB AB A		ACZ	ACZ PES7 PES6 PES5A	ACZ
<pre>     f61,456.46     f58,777.34     f56,267.46     f53,024.70      f50,712.16     f48,540.64     f46,271.35     f43,735.63      f43,735.63      f42,116.92     f42,116.92     f40,497.79     f38,284.69     f36,272.27      f34,917.78     f33,589.32     f32,197.81     f30,984.86      f229,875.87     f28,840.79     f27,806.24      f26,184.67     f26,184.67     f25,346.03 </pre>	P 12 11 E 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7 6 4 3	ACZ BS5 BS4 BS4 BS3A 3B BS2B 2C	ACZ CA7 CA6 CA5 CA5 CA5	ACZ CAT6 CAT5 CAT5 CAT4B	ACZ CFUS8 CFUS7 CFUS6 CFUS6 CFUS4 CFUS4	ACZ CRM6 CRM5 CRM3 CRM 4A 4B CRM 3C	ACZ CSE6 CSE SA 5B 5C AA 4B AB AB AB AB AB AB AB AB AB A		ACZ	ACZ PES7 PES6 PES5A	ACZ
<pre>     f61,456.46     f58,777.34     f56,267.46     f53,024.70      f50,712.16     f48,540.64     f46,271.35     f43,735.63      f43,735.63      f42,116.92     f42,116.92     f40,497.79     f38,284.69     f36,272.27      f34,917.78     f33,589.32     f32,197.81     f30,984.86      f229,875.87     f28,840.79     f27,806.24      f26,184.67     f26,184.67     f25,346.03 </pre>	P 12 11 E 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	7 6 4 3	ACZ BS5 BS4 BS4 BS3A 3B BS2B 2C	ACZ CA7 CA6 CA5 CA5 CA5	ACZ CAT6 CAT5 CAT5 CAT4B	ACZ CFUS8 CFUS7 CFUS6 CFUS6 CFUS4 CFUS4	ACZ CRM6 CRM5 CRM3 CRM 4A 4B CRM 3C	ACZ CSE6 CSE SA 5B 5C AA 4B AB AB AB AB AB AB AB AB AB A		ACZ	ACZ PES7 PES6 PES5A	ACZ
<pre>     fe61,456.46     f58,777.34     f56,267.46     f53,024.70      f50,712.16     f48,540.64     f46,271.35     f43,735.63      f43,735.63      f42,116.92     f40,497.79     f38,284.69     f36,272.27      f34,917.78     f33,589.32     f32,197.81     f30,984.86      f29,875.87     f29,875.87     f229,875.87     f229,875.87     f226,895.74     f26,895.74     f26,184.67     f25,346.03 </pre>	P 12 11 E 12 11 E 12 11 E 1 1 E 1 1 E 1 1 E 1 E	7 6 5 4 3	ACZ BS5 BS4 BS4 BS3A 3B BS2B 2C	ACZ CA7 CA6 CA5 CA5 CA5	ACZ CAT6 CAT6 CAT5 CAT5 CAT4B	ACZ CFUS8 CFUS7 CFUS6 SA 5B	ACZ CRM6 CRM5 CRM3C CRM 3C CRM 3C	ACZ CSE6 CSE SA 5B 5C AA 4B AB AB AB AB AB AB AB AB AB A		ACZ	ACZ PES7 PES6 PES6 PES5A 4 PES38 4 4 PES38	

				Hourly Rate
				£97.15
				£94.41
				£91.75
				£87.91
				£81.49
				£79.21
				£76.99
				£73.78
				£72.74
				£70.70
				£68.73
				£65.87
				£65.87
				£64.03
				£61.37
				£58.83
				£56.38
				£54.00
				£52.42
				£50.15
				£47.97
			_	£45.22
				£43.27
				641.00
				£41.99 £40.18
				£38.43
				£36.26
SEC	SRLP	TS	VEH	
ACZ	ACZ	ACZ	ACZ	£34.68
				£33.67
				£32.21
EC6	SR7	TS7		£30.83
				£29.05
				£27.79
	CDC	TCC		£26.60
EC5	SR6	TS6		£25.35
				£23.96
				£23.08
	SR5	TS5		£22.19
				£20.98
				£19.88
				£19.13
EC4	SR4	TS4	VEH5	£18.41
204	5114	134	VEIIS	£17.64
				£16.98
				£16.37
	SR3	TS3	VEH4	£15.80
				£15.24
				£14.74
SEC	SR2	TS2	VEH3	£14.35
2				£13.89
	0.54	-		
	SR1	TS1		£13.60
EC1				

£13.06

Non Core payments

Points	Payment Level	2025 Value
3 to 5	A	£833
6 to 10	В	£1,331
11 to 15	C	£2,127
16 to 20	D	£3,403
21 to 25	E	£5,444
26 to 30	F	£8,707
31 and over	G	£10,697

Points	Payment Level	2025 Value
45 to 54	1	£728
55 to 63	2	£908
64 to 72	3	£1,144
73 to 79	4	£1,455
80 and over	5	£1,817

To be considered, the requirement	to work must be a regular contractual demand (usually weekl	y or average wee	kiy)
		WAGE TYPE	POINTS VALUE
Requirement to work at weekends:	1) Up to and including 7hrs total Saturday and/or Sunday.	1601	3
(Average per week)	2) More than 7hrs total Saturday and/or Sunday.	1602	7
Requirement to work			
37 hours		1603	7
	Variable hours/additional hours (up to 5 hours)	1604	7
	Short Notice additional hours.	1605	7
Requirement to work:	Recall, split duty, call out, task completion	1606	7
Requirement to work	Up to 4 hours per week.	1607	5
hours out with the	5 or more but less than 8 hours.	1608	7
06:00 - 20:00 hours	8 hours or more per week average.	1609	10
period:			
	1) Occasional - Less than 20% of working time;	1610	5
	2) Regular - Between 20% & 50% working time;	1611	7
Standby:	3) Frequent - Between 50% & 75% working time;	1612	10
	4) Constant - 75% or more.	1613	15
	2 Shifts - Coverage up to 14 hours;	1614	5
	2 or 3 Shifts - Coverage over 14 hours but less than	1615	10
	18 hours;		
	2 or 3 Shifts - Coverage over 18 hours but less than	1616	21
	22 hours;		
	Constant Night Shift or 3 Shifts coverage of 24 hours;	1617	27
Shifts:	Where points are allocated to recognise coverage of		
	hours for shift patterns, then no additional points		
	should be awarded for hours out with 06:00-20:00.		
	Where shift pattern includes weekends - account can		
	be taken of either an additional 3 or 7 points (see		
	requirement to work weekends above).		