Glasgow Life **Job Families and Pay and Grading Structure 2026/27** **Effective 01 April 2026**

The amounts listed in this document reflect full year, full time salaries (based on 35 hours per week). Pro rata adjustments will apply for part time employees.

PAY POINT	PAY LEVELS	GRADE	ROLE PROFILES												Hourly Rate
£183,496.49	P	14	Service LDR 6A		Functional LDR 6B										*£100.55*
£178,326.78	I2														*£97.71*
£173,305.91	I1														*£94.96*
£166,044.22	E														*£90.98*
£153,933.48	P	13	Service LDR 5A		Functional LDR 5B										*£84.35*
£149,614.45	I2														*£81.98*
£145,419.86	I1														*£79.68*
£139,352.65	E														*£76.36*
£137,388.73	P	12	Service LDR 4A		Functional LDR 4B										*£75.28*
£133,545.49	I2														*£73.18*
£129,813.02	I1														*£71.13*
£124,414.36	E														*£68.17*
£124,414.36	ACZ		ACZ		ACZ		ACZ								*£68.17*
£120,944.28	P	11	Service LDR 3A		Business LDR 3B		Corporate LDR 3C								*£66.27*
£115,925.75	I2														*£63.52*
£111,121.93	I1														*£60.89*
£106,495.30	E														*£58.35*
£102,000.68	ACZ		ACZ		ACZ		ACZ								*£55.89*
£99,011.19	P	10	Service LDR 2A		Business LDR 2B		Corporate LDR 2C								*£54.25*
£94,720.51	I2														*£51.90*
£90,605.14	I1														*£49.65*
£85,409.84	E														*£46.80*
£81,732.47	ACZ		ACZ		ACZ		ACZ								*£44.78*
£79,309.92	P	9	Service LDR 1A		Business LDR 1B		Corporate LDR 1C								*£43.46*
£75,894.94	I2														*£41.59*
£72,596.98	I1														*£39.78*
£68,481.47	E														*£37.52*

			BS	CA	CAT	CFUS	CRM	CSE	IPI	PCS	PES	SEC	SRLP	TS	VEH	
£65,504.63	ACZ		ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	ACZ	*£35.89*
£63,607.44	P	8	BS5	CA7	CAT6	CFUS8	CRM6	CSE6	IPI6	PCS7	PES7	SEC6	SR7	TS7		*£34.85*
£60,834.54	I2															*£33.33*
£58,236.82	I1															*£31.91*
£54,880.57	E															*£30.07*
£52,487.08	P	7	BS4	CA6	CAT5	CFUS7	CRM5	CSE 5A 5B 5C	IPI5	PCS6	PES6	SEC5	SR6	TS6		*£28.76*
£50,239.56	I2															*£27.53*
£47,890.84	I1															*£26.24*
£45,266.38	E															*£24.80*
£43,591.01	P	6	BS 3A 3B	CA5	CAT4B	CFUS6	CRM 4A 4B	CSE 4A 4B	IPI4	PCS5	PESSA		SR5	TS5		*£23.89*
£41,915.21	I2															*£22.97*
£39,624.65	I1															*£21.71*
£37,541.80	E															*£20.57*
£36,139.90	P	5	BS 2B 2C	CA 4A 4B	CAT4A	CFUS 5A 5B	CRM 3C		IPI3	PCS4	PES 5B 4A	SEC4	SR4	TS4	VEH5	*£19.80*
£34,764.94	I2															*£19.05*
£33,324.73	I1															*£18.26*
£32,069.33	E															*£17.57*
£30,921.53	P	4	BS 2A	CA 3	CAT3	CFUS4	CRM 3A 3B	CSE 3B 2	IPI2	PCS3	PES 4B 3A		SR3	TS3	VEH4	*£16.94*
£29,850.22	I															*£16.36*
£28,779.46	E															*£15.77*
£27,837.09	P	3	BS1	CA2	CAT2B	CFUS3	CRM2	CSE 3A 1	IPI1	PCS2	PES3B	SEC 3 2	SR2	TS2	VEH3	*£15.25*
£27,101.14	I															*£14.85*
£26,233.14	E															*£14.37*
£25,687.45	P	2			CAT2A	CFUS2					PES2		SR1	TS1		*£14.08*
£24,673.24	P	1		CA1	CAT1	CFUS1	CRM1			PCS1	PES1	SEC1				*£13.52*

Non Core payments

Points	Payment Level	Value
3 to 5	A	£862
6 to 10	B	£1,377
11 to 15	C	£2,201
16 to 20	D	£3,522
21 to 25	E	£5,635
26 to 30	F	£9,012
31 and over	G	£11,071

Points	Payment Level	Value
45 to 54	1	£754
55 to 63	2	£940
64 to 72	3	£1,184
73 to 79	4	£1,505
80 and over	5	£1,880

Non Standard Working Pattern/Hours Wage Type & Points			
To be considered, the requirement to work must be a regular contractual demand (usually weekly or average weekly)			
		WAGE TYPE	**POINTS VALUE**
Requirement to work at weekends: (Average per week)	1) Up to and including 7hrs total Saturday and/or Sunday.	**1601**	**3**
	2) More than 7hrs total Saturday and/or Sunday.	**1602**	**7**
Requirement to work 37 hours		**1603**	**7**
Requirement to work:	Variable hours/additional hours (up to 5 hours)	**1604**	**7**
	Short Notice additional hours.	**1605**	**7**
	Recall, split duty, call out, task completion	**1606**	**7**
Requirement to work hours out with the 06:00 - 20:00 hours period:	Up to 4 hours per week.	**1607**	**5**
	5 or more but less than 8 hours.	**1608**	**7**
	8 hours or more per week average.	**1609**	**10**
Standby:	1) Occasional - Less than 20% of working time;	**1610**	**5**
	2) Regular - Between 20% & 50% working time;	**1611**	**7**
	3) Frequent - Between 50% & 75% working time;	**1612**	**10**
	4) Constant - 75% or more.	**1613**	**15**
Shifts:	2 Shifts - Coverage up to 14 hours;	**1614**	**5**
	2 or 3 Shifts - Coverage over 14 hours but less than 18 hours;	**1615**	**10**
	2 or 3 Shifts - Coverage over 18 hours but less than 22 hours;	**1616**	**21**
	Constant Night Shift or 3 Shifts coverage of 24 hours;	**1617**	**27**
	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).*		