

GRADING POLICY

Date policy adopted: 01/06/2011

Date of last review: 01/06/2021

Job Evaluation

The Ethical Standards Commissioner (ESC) will consider the following factors in deciding which grade is appropriate for a given role:

- the grading of similar posts within the public sector
- the knowledge and expertise required
- the skill required
- the requirement of the job to resolve problems
- the accountability of the job (what it is responsible for)
- mental effort
- the degree of responsibility for key processes
- financial responsibility
- supervisory responsibility
- training period
- working conditions.

Grading Structure

The grading structure for employees in ESC is:

Grading Structure	Descriptor
Grade 1 Grade 2	Administration/Support
Grade 3	Junior Professional/Supervisory
Grade 4	Professional/Middle Manager/Investigating Officers
Grade 5	Professional/Middle Manager/Senior Investigating Officer
Grade 6	Senior Management

Pay Scales

Appendix 1 outlines current pay scales. As and when scales are revised, this will be appropriately updated, and employees advised accordingly.

ESC follows the pay scales of the Scottish Parliamentary Corporate Body (SPCB).

Point	Salary From 1 April 2019	Salary From 1 April 2020	Grade
1	£18,230	£18,980	1
2	£19,783	£20,533	1
3	£21,333	£22,083	1
4	£22,493	£23,243	2
5	£23,895	£24,645	2
6	£26,411	£27,204	2
7	£27,187	£28,003	3
8	£30,119	£31,023	3
9	£33,706	£34,718	3
10	£34,549	£35,586	4
11	£36,476	£37,571	4
12	£38,923	£40,091	4
13	£43,031	£44,322	4
14	£44,107	£45,431	5
15	£46,275	£47,664	5
16	£49,222	£50,699	5
17	£54,260	£55,888	5
18	£55,617	£57,286	6
19	£57,912	£59,650	6
20	£60,132	£61,936	6
21	£63,070	£64,963	6
22	£68,654	£70,714	6
23	£70,371	£72,483	7
24	£71,524	£73,670	7
25	£74,731	£76,973	7
26	£77,936	£80,275	7
27	£84,396	£86,928	7
28	£86,506	£89,102	8
29	£91,067	£93,800	8
30	£95,985	£98,865	8
31	£101,174	£104,210	8
32	£106,650	£109,850	8
33	£114,628	£118,067	8

NB: Not all SPCB scales are currently used by ESC.