Salomeh Kheyri Rad

From: Foi Enquiries
Sent: 10 June 2019 10:47
To: [redacted]
Subject: FOI-19-0623 - Payscales
Attachments: V3 - Further Information - Right to Review & Appeal.pdf; Q1. ACC Payscales.csv; Q1. Chief Officials.pdf; Q1. Craft official notice.pdf; Q1. Craft scales April 19.pdf; Q1. Local Government Settlement Official.pdf; Q1. Teachers Pay Scales.pdf; Q2. List of Jobs.csv; Q3. Early Learning and Childcare Development Officer.pdf; Q3. EYP ASN 1.pdf; Q3. Excellence Equity Practitioner.pdf; Q3. Family Learning Manager.pdf; Q3. Family Learning Wrk.pdf; Q3. FLDO.pdf; Q3. Peep Co-Ordinator.pdf; Q3. Senior EYP.pdf; Q4. Job Evaluation Factor Levels.csv; Q4. Job-Evaluation-Scheme.pdf

Dear [redacted]

Thank you for your information request of 7 May 2019 and please accept our sincere apologies for delay in getting back to you. Aberdeen City Council (ACC) has completed the necessary search for the information requested. Our response is now detailed below.

1. **Could you please provide information on the current ACC pay scales 2019/20 (including hourly pay and also the annual salary)**
   Please see attached:
   Q1. ACC Payscales; Q1. Chief Officials; Q1. Craft official notice; Q1. Craft scales April 19;
   Q1. Local Government Settlement Official; Q1. Teachers Pay Scales.

2. **Please provide the list of jobs that come under each of the following grades; G11, 12, 13 and 14.**
   Clarified as: I would like to see the list of all jobs that come under those grades.
   Please see attached: Q2. List of Jobs.

3. **Please provide the job descriptions of the following positions:**
   - **Senior Early Years Practitioner**
   - **Excellence And Equity Practitioner**
   - **Family Learning (Development) Worker**
   - **Family Learning Manager**
   - **PEEP coordinator**

   And of any other similar posts of similar grades (G12/13/14) in the areas of early years learning and family learning/support.
   Please see attached:
   Q3. Early Learning and Childcare Development Officer; Q3. Excellence Equity Practitioner; Q3. EYP ASN 1;
   Q3. Family Learning Manager; Q3. Family Learning Wrk; Q3. FLDO; Q3. Peep Co-Ordinator; Q3. Senior EYP

4. **Please explain, in case of two similar jobs within a council having different pay scales, what determines the difference in grades? For example, while the required qualification is at the same level (ie degree level qualification such as BA Childhood Practice or Childhood Studies, or equivalent) for both Senior EYP and Family Learning Worker, the pay grades for those jobs are not the same? Do you have specific criteria to determine which job will come under which pay scale?**
   Please note that non Teacher and Craft Worker posts like the posts stated above are evaluated through a nationally agreed 13 factor Job Evaluation Scheme. Job Evaluations are carried out by accredited JE Analysts and Lead

Analysts. As an example, the factor scores for the posts stated above have been provided. Please see attached: Q4. Job-Evaluation-Scheme and Q4. Job Evaluation Factor Levels, for more details.

5. **Are the pay scales to remain the same for 2020/21?**
   No
   Settlements for Local Government, Craftworkers, Teachers and Chief Officials contain 2020/21 annual salaries

INFORMATION ABOUT THE HANDLING OF YOUR REQUEST

ACC handled your request for information in accordance with the provisions of the Freedom of Information (Scotland) Act 2002. Please refer to the attached PDF for more information about your rights under FOISA.

We hope this helps with your request.

Yours sincerely,

Tomina Egbuson | Access to Information Officer
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We wish to advise you that the information which was released with this response is too large to be uploaded to our disclosure log. If you are interested in viewing the attachment, please contact us at foienquiries@aberdeencity.gov.uk, quoting the appropriate reference number, and we will provide you with a copy.