

CRAFT EMPLOYEES SALARY SCALES 2019

BUILDING AND CIVIL ENGINEERING CRAFT WORKERS					
Grade Code	Grade	Hourly Rate	+Supervisory Rate	+Market Forces Rate	Total per hour
		01/04/2019			
NN00	BA Craftsmen	£12.59	0%	5%	£13.22
NN06	BA Craftsmen + 5%	£12.59	5%	5%	£13.88
NN08	BA Craftsmen + 15%	£12.59	15%	5%	£15.20
NN10	BA Craftsmen + 25%	£12.59	25%	5%	£16.52

BUILDING AND CIVIL ENGINEERING CRAFT WORKER APPRENTICE					
*Grade codes for salary grades BA Appr Year 1, 2 & 3 have been revised as of 1 April 2019 to reflect the application of the Scottish Local Government Living Wage Supplement. When completing employee forms for those appointed to these grades, please ensure that the correct Salary Column Point is included and that the hourly rate stated is £9.07 and not the substantive hourly rate, as identified within the table.					
Grade Code	Grade	Hourly Rate	% of Main Rate	+Market Forces Rate	Total per hour
		01/04/2019			
NL01	BA Appr Year 1	£12.59	50%	0%	£6.30
NL02	BA Appr Year 2	£12.59	60%	0%	£7.55
NN05	BA Appr Year 3	£12.59	70%	0%	£8.81
NN03	BA Appr Year 4	£12.59	89.5%	0%	£11.27

ENGINEERING CRAFT WORKERS					
Grade Code	Grade	Hourly Rate	+Supervisory Rate	+Market Forces Rate	Total per hour
		01/04/2019			
NN11	JA Eng Craft	£12.59	0%	16%	£14.60
NN12	JA Eng Craft + 5%	£12.59	5%	16%	£15.33
NN13	JA Eng Craft + 10%	£12.59	10%	16%	£16.06
NN15	JA Eng Craft + 20%	£12.59	20%	16%	£17.53
NN16	JA Eng Craft + 25%	£12.59	25%	16%	£18.26
NN17	JA Eng Craft + 30%	£12.59	30%	16%	£18.99

ENGINEERING CRAFT WORKERS					
Grade Code	Grade	Hourly Rate	% of Main Rate	+Market Forces Rate	Total per hour
		01/04/2019			
NN23	JA Eng Craft 90%	£12.59	90%	16%	£13.14
NN25	JA Eng Craft 95%	£12.59	95%	16%	£13.87

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ENGINEERING CRAFT WORKER APPRENTICES

*Grade codes for salary grade JA Eng Craft 50% & 70% has been revised as of 1 April 2019 to reflect the application of the Scottish Local Government Living Wage Supplement. When completing employee forms for those appointed to these grades, please ensure that the correct Salary Column Point is included and that the hourly rate stated is £9.07 and not the substantive hourly rate, as identified within the table.

Grade Code	Grade	Hourly Rate	% of Main Rate	+Market Forces Rate	Total per hour
		01/04/2019			
	JA Eng Craft 50%	£12.59	50%	0%	£6.30
NN20	JA Eng Craft 70%	£12.59	70%	0%	£8.81
NN21	JA Eng Craft 80%	£12.59	80%	0%	£10.07
NN22	JA Eng Craft 85%	£12.59	85%	0%	£10.70

CRAFT WORKERS

Grade Code	Grade	Hourly Rate	+Supervisory Rate	+Market Forces Rate	Total per hour
		01/04/2019			
NN29	NA Plumber Adv	£12.59	0%	5%	£13.22
NN26	NA Elect Apd	£12.59	0%	5%	£13.22
NN27	NA Elect Apd + 5%	£12.59	5%	5%	£13.88
NA00	NA Elect Apd	£12.59	0%	10%	£13.85
NA78	NA Elect Apd + 15%	£12.59	15%	10%	£15.93

CRAFT WORKER APPRENTICE

*Grade codes for salary grades NA Plumber Ap Year 1 & 2 and NA Elec Ap Year 1 & 2 have been revised as of 1 April 2019 to reflect the application of the Scottish Local Government Living Wage Supplement. When completing employee forms for those appointed to these grades, please ensure that the correct Salary Column Point is included and that the hourly rate stated is £9.07 and not the substantive hourly rate, as identified within the table.

Grade Code	Grade	Hourly Rate	% of Main Rate	+Market Forces Rate	Total per hour
		01/04/2019			
NL31	NA Plumber Ap Year 1	£12.59	50%	0%	£6.30
NN32	NA Plumber Ap Year 2	£12.59	70%	0%	£8.81
NN33	NA Plumber Ap Year 3	£12.59	80%	0%	£10.07
NN34	NA Plumber Ap Year 4	£12.59	85%	0%	£10.70
NN35	NA Elec Ap Year 1	£12.59	50%	0%	£6.30
NN36	NA Elec Ap Year 2	£12.59	70%	0%	£8.81
NN37	NA Elec Ap Year 3	£12.59	80%	0%	£10.07
NN38	NA Elec Ap Year 4	£12.59	85%	0%	£10.70

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KEY				
BUILDING AND CIVIL ENGINEERING CRAFT WORKERS	Mason	NN00	Skilled Construction Operative	NN00
	Building Maintenance Ma	NN00	Slipway Engineer	NN00
	Joiner	NN00	Foreman Mason	NN06
	Building Maintenance Jo	NN00	Contracts Foreman	NN08
	Slater / Plasterer	NN00	Construction Supervisor	NN10
	Plasterer	NN00	Apprentice Year 1	NL01
	Painter	NN00	Apprentice Year 2	NL02
	Building Maintenance Pa	NN00	Apprentice Year 3	NN05
Bricklayer	NN00	Apprentice Year 4	NN03	
ENGINEERING CRAFTS WORKERS	Blacksmith	NN11	Handyperson / Repair Depot Operative	NN23
	Fitter / Turner	NN11	Storesperson	NN23
	Mechanic	NN11	Handyperson	NN23
	Panel Beater / Sprayer	NN11	Senior Storesperson	NN25
	Chargehand Mechanic	NN12/13	Apprentice Year 1	
	Mechanic Foreperson	NN13	Apprentice Year 2	NN20
	Mechanic Supervisor	NN15	Apprentice Year 3	NN21
Repair Depot Supervisor	NN16/17	Apprentice Year 4	NN22	
CRAFT WORKERS	Plumber	NN29	Apprentice Plumber Year 3	NN33
	H&SW Electrician	NN26/27	Apprentice Plumber Year 4	NN34
	IS Electrician	NA00	Apprentice Electrician Year 1	NN35
	IS Chargehand Electricia	NA78	Apprentice Electrician Year 2	NN36
	Apprentice Plumber Yea	NL31	Apprentice Electrician Year 3	NN37
	Apprentice Plumber Yea	NN32	Apprentice Electrician Year 4	NN38