

## SWANLEY TOWN COUNCIL SALARY SCALES

Swanley Town Council adheres to the National Joint Council salary scales.

The Local Government Association, in conjunction with the Town Council's recognised union GMB, and all post holders in the workplace at the time assessed the job roles at Swanley Town Council for salary evaluation.

As part of the review the following was considered:

- Job information completed by the post holder and approved by the line manager
- Supplementary data relevant to each post
- A job evaluation panel with employee and trade union involvement

From the results of this the LGA designed a salary structure for the Council to work to and assessed each role within the grades as follows:-

|          | From<br>SCP | To SCP | From    | To      |
|----------|-------------|--------|---------|---------|
| Grade 1  | 6           | 8      | £13,614 | £13,871 |
| Grade 2  | 8           | 11     | £13,871 | £15,207 |
| Grade 3  | 11          | 14     | £15,207 | £16,231 |
| Grade 4  | 15          | 18     | £16,572 | £17,714 |
| Grade 5  | 19          | 22     | £18,376 | £20,253 |
| Grade 6  | 23          | 26     | £20,849 | £22,937 |
| Grade 7  | 27          | 30     | £23,698 | £26,293 |
| Grade 8  | 31          | 34     | £27,123 | £29,558 |
| Grade 9  | 35          | 38     | £30,178 | £32,778 |
| Grade 10 | 39          | 42     | £33,857 | £35,657 |
| Grade 11 | 43          | 55     | £37,483 | £49,815 |
| Grade 12 | 56          | 63     | £51,062 | £62,827 |
| Grade 13 | 63          | 68     | £62,827 | £71,329 |

All staff have been fully consulted on the results and the process completed.

See the attached staff organisation chart for details of the roles and grading applicable to each role.