

Scottish Futures Trust Salary Banding & Grading

1. Introduction

This paper sets out salary banding for professional staff employed by Scottish Futures Trust Ltd for the year 2009/10.

It will be reviewed by the Remuneration Committee and any amendments presented to the Board prior to the commencement of year 2010/11.

2. Salary Banding – Professional Staff

SFT is a small organisation whose staff are selected as market leading infrastructure investment professionals. The salary banding reflects organisations operating in this environment; and allows recruitment and retention of key commercial skills to reinforce the achievement of value for money in the procurement of public infrastructure. The salary bands for 2009/10 are:

Grade	Range	Number in post (as at 15 December 09)
Chief Executive:	£180,000	1
Director:	£85,000 - £130,000	4
Assistant Director:	£60,000 - £95,000	5
Manager:	£50,000 - £70,000	2
Executive:	£30,000 - £55,000 [#]	0

- remains to be ratified as recruitment at this level has yet to be undertaken

3. Salary Banding – Support Staff

Salary bands for support staff will be agreed separately prior to recruiting permanently to these roles.