

OFFICIAL

Service	Position (as per payslip)	Benchmark Position	Grade	Benchmark Number
Chief Executives	Civil Ceremony Officer	Civil Ceremony Officer	Grade 3	BM089
	Assistant Registration Officer Assistant Registrar	Assistant Registration Officer	Grade 4	BM092
	Paralegal	Paralegal	Grade 5	BM104
	Partnership & Development Officer	Partnership & Development Officer	Grade 6	BM090
	Procurement Officer	Procurement Officer	Grade 7	BM100
	Solicitor Solicitor (Edinburgh Court Services)	Solicitor	Grade 7	BM079
	Senior Solicitor Senior Solicitor (Education)	Senior Solicitor	Grade 8	BM066

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City Parking	Car Park Attendant	Car Park Attendant	Grade 1	BM068
	Parking Attendant	Parking Attendant	Grade 3	BM038
	Senior Parking Attendant	Senior Parking Attendant	Grade 4	BM099
	Maintenance Engineer	Maintenance Engineer	Grade 5	BM105

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City Property	W/E Market Operative Supervisor NPU	W/E Market Operative Supervisor NPU	Grade 3	BM097
	Asbestos Surveyor	Asbestos Surveyor	Grade 6	BM108
	Chartered Surveyor	Chartered Surveyor	Grade 7	BM102
	Team Manager Team Manager Commercial Services Team Manager Markets	Team Manager	Grade 8	BM113

OFFICIAL

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Glasgow Life	Customer Service Assistant (Bank)	Customer Service Assistant (Bank)	Grade 1	BM040
	Retail Assistant Sales Assistant (Notional)	Retail Assistant	Grade 1	BM059
	Glasgow Life Attendant Glasgow Life Attendant (Sport) Glasgow Life Attendant (Area Teams) Glasgow Life Attendant (Bank) Glasgow Life Attendant (Seas)	Glasgow Life Attendant	Grade 2	BM019
	Gallery Assistant	Gallery Assistant	Grade 3	BM034
	Glasgow Life Assistant (Libraries) Glasgow Life Assistant Glasgow Life Assistant (Sport) Glasgow Life Assistant (Area Teams) Glasgow Life Assistant (Sport) NS Glasgow Life Assistant (Bank)	Glasgow Life Assistant	Grade 3	BM006
	Sport & Physical Activity Coach Sport & Phys Activity Coach (Dis) Sport & Physical Activity Coach (Swim)	Sport and Physical Activity Coach	Grade 3	BM037
	Sport Coach Disability (Bank) Sport Coach (Bank)	Sport Coach	Grade 3	BM043
	Learning Assistant Learning & Support Assistant	Learning Assistant	Grade 4	BM046
	Sport & Phys Activity Coach (Dis) Lead Sport & Physical Activity Coach Sport & Physical Activity Coach (Lead) Sport & Physical Activity Coach Tennis	Sport & Physical Activity Coach	Grade 4	BM076
	Assistant Manager Assistant Venue Manager Assist Venue Manager (Bank)	Assistant Venue Manager	Grade 5	BM047
	Community Services Officer	Community Services Officer	Grade 6	BM060
	Curator Curator(Open Museum) Curator (Ancient Civilizations) Curator Social History Glasgow Curator (Transport & Technology) Curator (Archaeology) Curator (European Arms & Armour) Curator (Visitor Studies). Curator(Chinese &Far Eastern Civilisatn) Curator (European Art)	Curator	Grade 6	BM071
	Librarian	Librarian	Grade 6	BM087
	Principal Librarian (Reader Dev & Lit) Principal Librarian (Community) Principal Librarian Principal Librarian (Acquisitions) Principal Librarian (Mitchell)	Principal Librarian	Grade 7	BM091
	Community Services Manager	Community Services Manager	Grade 8	BM107

OFFICIAL

Service	Position (as per payslip)	Benchmark Position	Grade	Benchmark Number
Development and Regeneration Services	Breakfast Assistant Breakfast Assistant (EY) Breakfast Assistant (ASL)	Breakfast Assistant	Grade 1	BM022
	Catering Assistant Catering Assistant (BC) Catering Assistant (BC) (ASL) Catering Assistant (BC) (EY)	Catering Assistant	Grade 1	BM005
	Cleaner	Cleaner	Grade 1	BM004
	Hospitality Representative Hospitality Representative (C)	Hospitality Representative	Grade 1	BM013
	School Crossing Patroller School Crossing Patroller(TT) School Crossing Patroller (Mobile)	School Crossing Patroller	Grade 1	BM014
	Assistant Catering Manager (BC) Assistant Catering Manager	Assistant Catering Manager	Grade 2	BM057
	Caretaker	Caretaker	Grade 2	BM069
	Cleaning Supervisor	Cleaning Supervisor	Grade 2	BM086
	Cook	Cook	Grade 2	BM070
	Neighbourhood Janitor Neighbourhood Janitor (TH) Neighbourhood Janitor (TH)* Relief Neighbourhood Janitor	Neighbourhood Janitor	Grade 3	BM025
	Catering Manager (BC) Catering Manager	Catering Manager	Grade 4	BM041
	FM03 Assistant Area Operations Manager Assistant Area Operations Manager FM04 Assistant Area Operations Manager FM05 Assistant Area Operations Manager FM06 Assistant Area Operations Manager FM07 Assistant Area Operations Manager FM08 Assistant Area Operations Manager FM09 Assistant Area Operations Manager FM10 Assistant Area Operations Manager FM11 Assistant Area Operations Manager	Assistant Area Operations Manager	Grade 5	BM077
	Assistant Building Standards Surveyor	Assistant Building Standards Surveyor	Grade 6	BM094
	Project Support Officer Project Officer (HMO) Project Liaison Officer Property Projects Co-ordinator Project Officer Project Manager Project Officer Housing Private Sector Project Officer City Centre Strategy	Project Officer	Grade 6	BM078
	Building Standards Surveyor Building Standards Surveyor (QRT)	Building Standards Surveyor	Grade 7	BM084
	Planner Planner (Heritage)	Planner	Grade 7	BM061
	Principal Officer Assets Principal Officer Estate Management Principal Officer Innovation&Support Principal Officer Civil/Structural Principal Officer Principal Officer HousingLedRegeneration Principal Officer City Centre Liason Principal Officer Project Management Principal Officer Development Funding Principal Officer Intervention & Support Principal Officer MASTERP&IMP Principal Officer Waterfront & WEIQ Principal Officer Surveying Principal Officer Mechanical Engineering Principal Officer Design Team 2B Principal Officer Sustainable Housing Principal Officer Govan TCAP Principal Officer Regen & Planning Principal Officer Property Enforcement	Principal Officer	Grade 8	BM064

OFFICIAL

Service	Position (as per payslip)	Benchmark Position	Grade	Benchmark Number
Education Services	Escort Escort (Taxi) Escort (Bus) Escort (Reserve)	Escort	Grade 1	BM010
	Clerical Assistant Clerical Assistant - 52 Weeks Clerical Assistant Term Time Clerical Assistant (TT) Clerical Assistant 52 Week SQA Clerical Assistant - Term Time Clerical Officer Clerical Assistant - Term-Time Customer Service Advisor Clerical Assistant (52)	Clerical Assistant	Grade 3	BM009
	Support for Learning Worker (Mainstream) Support for Learning Worker (ASL) Support for Learning Worker (Nurture) Support for Learning Worker (EY) Support for Learning Worker Support for Learning Worker Mainstream Support for Learning Worker (ALN) Support for Learning Worker (ATW) Future Work Pupil Support Assistant Support for Learning Worker (ASL) Support for Learning Worker (52) Support for Learning Worker (ASN) Support for Learning Worker (TT)	Support for Learning Worker	Grade 3	BM002
	Clerical Assistant Senior Clerical Assistant Senior Clerical Assistant - 52 weeks Senior Clerical Assistant (TT) Clerical Assistant - 52 weeks	Senior Clerical Assistant	Grade 4	BM042
	Support for Learning Co-Ordinator Support for Learning Worker (Mainstream) Support Worker	Support for Learning Co-ordinator	Grade 4	BM054
	Child Development Officer (TT) Child Development Officer (52) Child Development Officer	Child Development Officer	Grade 5	BM003
	Child Development Team Leader (TT) Child Development Team Leader (52) Child Development Team Leader Child Development Worker (52)	Child Development Team Leader	Grade 6	BM026
	Depute Head of Nursery (52) Depute Head of Nursery Depute Head of Centre (52) Depute Head of Centre	Depute Head of Centre	Grade 7	BM049
	Head Of Nursery (52) Head of Centre Head Of Nursery (TT) Head of Nursery Head Of Centre (52)	Head of Centre	Grade 8	BM044

OFFICIAL

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Financial Services	Clerical Officer Word Processor Operator Clerical Assistant Administration Assistant - Benefits Document Management Assistant Team Member Senior Clerical Officer Receptionist/WPO Administrative Assistant Clerical Assistant - 52 weeks WPO/Clerical Assistant Admin Assistant Payroll Assistant HR Assistant	Clerical Officer	Grade 3	BM016
	Customer Service Advisor Customer Service Assistant Customer Service Adviser Customer Services Advisor	Customer Service Advisor	Grade 3	BM051
	Administrative Assistant Administration Assistant - Benefits Team Member Administration Assistant Senior Clerical Officer Administration Assistant - Revenues Clerical Assistant Senior Clerical Assistant Administration Officer Administrative Officer Admin Assistant Senior Word Processor Operator Support Assistant Clerical Assistant/Computer Operator Document Management Assistant Admin/Case Officer Admin Support Assistant Clerical Assistant - 52 weeks Administrative Assistant(DHP) Admin Support Officer Clerical Officer Senior HR Assistant HR Assistant	Administration Officer	Grade 4	BM011
	Business Support Officer	Business Support Officer	Grade 5	BM036
	Team Supervisor	Team Supervisor	Grade 5	BM056
	Business Advisor	Business Advisor	Grade 6	BM063
	Team Manager	Team Manager	Grade 6	BM073
	Accountant	Accountant	Grade 7	BM112
	Auditor	Auditor	Grade 7	BM101
	Service Delivery Manager	Service Delivery Manager	Grade 7	BM074
	Divisional Valuer	Divisional Valuer	Grade 8	BM106

OFFICIAL

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Neighbourhoods & Sustainability	LES Operative 1 (N/S) Response Team Operative Multi Purpose Operative Roadsweeper LES Operative 1	LES Operative 1	Grade 1	BM018
	LES Driver 2 (N/S) LES Driver 2 (Temp) LES Driver 2	LES Driver 2	Grade 2	BM020
	Refuse Collector (CRC) (N/S) Refuse Collector (CRC) Spare(N/S) Refuse Collector (CRC) Refuse Collector LES Operative 2 (N/S) Refuse Collector (B/S) Gardener 2 LES Operative 2-Food Waste LES Operative 2 - Food Waste LES Operative 2 (Temp) LES Operative 2	LES Operative 2	Grade 2	BM008
	Driver (Special Needs)	Driver (Special Needs)	Grade 3	BM035
	LES Driver 3 (N/S) LED 3 Driver LES Driver 3	LES Driver 3	Grade 3	BM024
	Gardener/Driver 3 LES Operative 3	LES Operative 3	Grade 3	BM017
	Gardener 4 LES Operative 4	LES Operative 4	Grade 4	BM029
	Assistant Supervisor (Nightshift) Assistant Supervisor (N/S) Assistant Supervisor (MRF) Assistant Production Supervisor Assistant Landfill Supervisor Assistant Supervisor	Assistant Supervisor	Grade 5	BM055
	Electrician (Night Shift) Electrician (Nightshift) Electrician	Electrician	Grade 5	BM080
	Mechanic	Mechanic	Grade 5	BM082
	Supervisor (N/S) Recycling Supervisor Landfill Supervisor Supervisor (MRF) Supervisor	Supervisor	Grade 6	BM048
	Technical Officer (Public Health) Technical Officer (Food Safety) Technical Officer Veh Emissions Testing Technical Officer	Technical Officer	Grade 6	BM052
	Graduate Technician Graduate/Technician Technician	Technician	Grade 6	BM050
	Engineer Officer Engineering Officer	Engineering Officer	Grade 7	BM058
	Environmental Health Officer	Environmental Health Officer	Grade 7	BM065
	Trading Standards Officer	Trading Standards Officer	Grade 7	BM098
	Assistant Group Mgr (Neighbourhood Serv) Assist Group Mgr(Neighbourhood Services) Assist Group Mgr (Sustainable Transport) Assist Group Mgr (Traffic & Road Safety) Assist Group Mgr(Landscape Design & Dev) Landscape Design & Development Manager Assist Group Mgr(Roads/Traffic Asset Mgt Assist Group Mgr (Bereavement Services)	Assistant Group Manager	Grade 8	BM095
	Security Assistant	Security Assistant	CSG 1	BM109
	Security Officer	Security Officer	CSG 2	BM081
	CCTV Operator	CCTV Operator	CSG 2	BM088
	Community Enforcement Officer	Community Enforcement Officer	CSG 3	BM062
	Community Payback Officer	Community Payback Officer	CSG 4	BM072
	Supervisor	Supervisor	CSG 5	BM103
	Crisis Response Worker	Crisis Response Worker	CSG 5	BM110
	Mediator	Mediator	CSG 5	BM111
	Advocacy Worker	Advocacy Worker	CSG 6	BM067
	Development Officer	Development Officer	CSG 6	BM085
	Service Manager	Service Manager	CSG 7	BM083

OFFICIAL

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Social Work Services	Security Attendant	Security Attendant	Grade 1	BM096
	Accommodation Assistant	Accommodation Assistant	Grade 2	BM093
	Clerical Officer Library Asst/Clerical Officer Team Member Clerical Assistant Customer Service Advisor Clerical Assistant - 52 weeks Administration Assistant Admin Officer Admin Assistant Administration Assistant (Stairlift) Operational Support Assistant Linguistics Administrator Administration Assistant/Receptionist Cordia Learning Assistant	Clerical Officer	Grade 3	BM015
	Nightshift Enhanced Home Carer Enhanced Home Carer	Enhanced Home Carer	Grade 3	BM032
	Home Carer SL02 Home Carer (Direct Response Team) Home Carer WR03 Home Carer - Rapid Response Home Carer WR03C Home Carer WR06A Home Carer WR07 Home Carer Home Carer WR02B Home Carer WR09A Home Carer WR02Z Home Carer WR02 Home Carer WR02A Home Carer WR03A Home Carer WR06 Home Carer WR13 Home Carer WR04Z Home Carer WR05Z Home Carer WR08Z Home Carer WR08A Home Carer WR10A Home Carer WR11 Home Carer WR01Z Home Carer * Home Carer (FR) Home Carer WR02BZ Home Carer WR12 Home Carer WR15 Home Carer WR01B Home Carer WR07A Home Carer WR10 Home Carer WR01A Home Carer WR01 Home Carer (VCR) Home Carer WR14 Home Carer WR08 Home Carer WR02C Home Carer WR06B Home Carer WR09 Home Carer WR02CZ Home Carer WR03B Home Carer WR04 Home Carer* Home Carer (HWR) Home Carer WR04A Home Carer SL04 Home Carer WR01BZ Nightshift Home Carer Direct Response Home Carer SL03 Home Carer SL	Home Carer	Grade 3	BM001
	Social Care Assistant	Social Care Assistant	Grade 3	BM028
	Social Care Assistant (Night)	Social Care Assistant (Night)	Grade 3	BM021
	Administrative Assistant Personnel and Training Assistant Team Member Senior Clerical Assistant EOI Senior Clerical Assistant Finance Assistant Transport Support Provider Senior Administration Assistant Repairs Officer Administration Assistant Cordia Learning Senior Assistant Clerical Officer	Administrative Assistant	Grade 4	BM033

OFFICIAL

	Home Care Co-ordinator Home Care Co-ordinator (Day) Home Care Co-ordinator Child and Family	Home Care Co-ordinator	Grade 4	BM053
	Project Worker	Project Worker	Grade 4	BM045
	Social Care Worker	Social Care Worker	Grade 5	BM030
	Social Care Worker (Night)	Social Care Worker (Night)	Grade 5	BM039
	Residential Worker	Residential Worker	Grade 6	BM023
	Residential Worker (Night)	Residential Worker (Night)	Grade 6	BM031
	Social Care Worker (Homeless) Social Care Worker (fw) Social Care Worker (Placements) Social Care Worker Social Care Worker (SL)	Social Care Worker (fw)	Grade 6	BM012
	Qualified Worker	Qualified Worker	Grade 7	BM007
	Assistant Service Manager Assistant Service Mgr (Direct Services)	Assistant Service Manager	Grade 8	BM075
	Team Leader (fw)	Team Leader (fw)	Grade 8	BM027