

Staff Group	SENIOR MANAGEMENT	ACADEMIC STAFF	ACADEMIC RESEARCH STAFF	ADMINISTRATIVE, PROFESSIONAL, TECHNICAL STAFF (INC LIBRARY) & SUPPORT STAFF	
				Grades 1 - 6	Grades 7 - 10
Annual Leave Entitlement	33 days annual leave + 10 Fixed Holidays	36 days annual leave + 10 Fixed Holidays	33 days annual leave + 10 Fixed Holidays	28 days annual leave + 10 Fixed Holidays	33 days annual leave + 10 Fixed Holidays
Pension Scheme	Scottish Teachers' Superannuation Scheme or Local Government Pension Scheme depending on whether appointment is Academic or Professional.	Scottish Teachers' Superannuation Scheme. Employer's Contribution currently 23%. Employee Contribution is based on a tiered system with the level of contribution dependent on actual pensionable pay for the eligible employment (please see table below). This is a career average pension scheme.	Local Government Pension Scheme. Administered by Aberdeen City Council. Employer's Contribution currently 19.4%. Employee Contribution is based on a tiered system and the level of contribution is dependent on Full-time equivalent salary (please see table below). This is a career average pension scheme.		
Sick Pay Scheme	Varies dependent on length of service up to a max of 6 mths full pay & 6 mths half pay	Varies dependent on length of service up to a max of 6 mths full pay & 6 mths half pay	Varies dependent on length of service up to a max of 6 mths full pay & 6 mths half pay	Varies dependent on length of service up to a max of 6 mths full pay & 6 mths half pay	Varies dependent on length of service up to a max of 6 mths full pay & 6 mths half pay

LGPS EMPLOYEE CONTRIBUTION RATES 2019/20

Contribution rate	Actual Pay Min	Actual Pay Max	Contribution rate	Actual Pay Min	Actual Pay Max
5.50%	Up to	22,441	8.40%	63,048	64,823
5.60%	22,442	23,843	8.50%	64,824	66,702
5.70%	23,844	25,433	8.60%	66,703	68,694
5.80%	25,434	26,990	8.70%	68,695	70,807
5.90%	26,991	28,049	8.80%	70,808	73,055
6.00%	28,050	29,193	8.90%	73,056	75,450
6.10%	29,194	30,436	9.00%	75,451	78,008
6.20%	30,437	31,788	9.10%	78,009	80,745
6.30%	31,789	33,267	9.20%	80,746	83,681
6.40%	33,268	34,890	9.30%	83,682	86,839
6.50%	34,891	36,652	9.40%	86,840	90,245
6.60%	36,653	37,938	9.50%	90,246	93,928
6.70%	37,939	39,318	9.60%	93,929	97,925
6.80%	39,319	40,801	9.70%	97,926	102,277
6.90%	40,802	42,401	9.80%	102,278	107,034
7.00%	42,402	44,132	9.90%	107,035	112,256
7.10%	44,133	46,010	10.00%	112,257	118,012
7.20%	46,011	48,055	10.10%	118,013	124,391
7.30%	48,056	49,489	10.20%	124,392	131,500
7.40%	49,490	50,576	10.30%	131,501	139,469
7.50%	50,577	51,713	10.40%	139,470	148,467
7.60%	51,714	52,902	10.50%	148,468	158,706
7.70%	52,903	54,147	10.60%	158,707	170,462
7.80%	54,148	55,451	10.70%	170,463	184,100
7.90%	55,452	56,820	10.80%	184,101	200,108
8.00%	56,821	58,259	10.90%	200,109	219,166
8.10%	58,260	59,772	11.00%	219,167	242,236
8.20%	59,773	61,366	11.10%	242,237	270,735
8.30%	61,367	63,047	11.20%	270,736	and above

STSS EMPLOYEE CONTRIBUTION PAY BANDINGS 2019/20

Annual salary for the pensionable employment for 2019/2020	Member Contribution Rate
Up to and including £27,697	7.20%
£27,698 to £37,284	8.70%
£37,285 to £44,209	9.70%
£44,210 to £58,590	10.40%
£58,591 to £79,895	11.50%
£79,896 and above	11.90%