

Employment Opportunity

<https://www.myjobscotland.gov.uk/councils/argyll-bute-council/jobs/airport-supervisorair-ground-communications-operator-179645>

The four posts currently advertised are open to all residents on Coll. Specific airport fire training will be provided and paid for by the Council and we would welcome your assistance in advertising these new employment opportunities on the island. The Council will consider job share of these posts, if applicants wish, this should again alleviate concerns over not having enough personnel on the island to cover the four posts.

The deadline for the recruitment is 4 February. Just to clarify some details, the new Council posts being advertised, are on a salary scale of £23,888-£26,041 pro rata which equates to a salary of £6,142-£6,696 per annum.

These are permanent posts based on 9 hours work per week and they have been fully evaluated under the Council's job evaluation process.

Any additional hours worked due to weather delays etc. will be paid accordingly.

The post is also eligible for the Argyll and Bute Council Distant Islands allowance which equates to an additional £514 per annum on top of the annual salary. The post is due a salary increase as per 1 April – (the increase 20/21 has already been agreed with the unions). Depending on whether the post holder starts prior to the 1 April will mean that after 6 months the post holder is eligible to be moved on to the next increment of the salary scale. To give you as much detail as possible I have provided the timescale scenario and associated pay scale below:-

Example 1 – J Smith starts post on the 15th March 2020.

Date	Full Time Equivalent Salary				9 hrs per week Contract		
	Hourly Rate	Full Time Equivalent	FTE Distant Islands	Total	Actual Salary	Actual DIA	Total
15/03/20 – (start date)	£13.09	£23,888.00	£1,998.00	£25,886.00	£6,143.00	£514.00	£6,656.00
01/04/20 – (pay award)	£13.48	£24,600.00	£1,998.00	£26,598.00	£6,326.00	£514.00	£6,839.00
15/09/20 – (increment)	£13.86	£25,293.00	£1,998.00	£27,291.00	£6,504.00	£514.00	£7,018.00
01/04/21 – (increment)	£14.26	£26,023.00	£1,998.00	£28,021.00	£6,692.00	£514.00	£7,205.00
01/04/22 – (increment)	£14.70	£26,826.00	£1,998.00	£28,824.00	£6,898.00	£514.00	£7,412.00

This shows the salary progression, employees will go through, during their employment timescale with the Council.

Argyll and Bute Council Employee Benefits

Argyll and Bute Council also offer employee benefits such as the pension scheme the Council offers. Their employee contribution rate will be **5.5%** and the employer rate is **19.3%**. Upon joining the scheme members receive a number of benefits which include a death grant of at least 3 times your pay is paid, if you die in service, as well as a spouse's / qualifying partner's pension and children's pensions, where appropriate. The scheme also offers a 50/50 scheme which means employees can opt to pay a contribution rate of 2.75%, and the employer's contribution remain at 19.3%.

The Council also works in partnership with Scotwest Credit Union which means staff can become a member of Scotwest and make payments directly from their wages each payday for savings and loans. If you decide to become a member, the Scotwest deductions will show on your wage slip next to any pension or other employee contributions. More information can be found at www.scotwest.co.uk

There is also an opportunity to make Childcare deductions straight from your salary.