

Divison	Directorate	Grade	Sum of FTE
CFO Group	Finance	Grade 4	1
		Grade 4	4
		Grade 6	3
		Grade 8	0.8
		Grade 10	6
		Grade 3	1
		Grade 4	2
		Grade 6	2
		Grade 7	4
		Grade 8	1
		Grade 9	2.6
		Grade 3	1
		Grade 4	1
		Grade 5	1
		Grade 6	5
		Grade 7	2.914285714
		Grade 8	1
		Grade 9	1
		Grade 2	1
	Governance & Risk Assurance	Grade 3	1
		Grade 4	1
		Grade 5	1
		Grade 6	3.914285714
		Grade 8	1
		Grade 3	1

		Grade 4	3
		Grade 6	3
		Grade 7	3
		Grade 9	2
		Grade 4	1
		Grade 2	1
	Management Support - CFO Group	Grade 8	1
	Strategy & Performance	Grade 3	1
		Grade 4	1
		Grade 5	0.8
		Grade 6	7.657142857
		Grade 7	3
		Grade 9	2
		Grade 4	1
		Grade 5	1
		Grade 6	4
		Grade 8	1
		Grade G	1
		Grade 3	1.7
		Grade 4	2
		Grade 5	1
		Grade 6	4.6
		Grade 9	2
		Grade G	1
		Grade 2	1
CFO Group Total			100.9857143

Chief Executive & Corporate Office		Grade 3	1
		Grade 5	1
		Grade 9	1.6
Chief Executive & Corporate Office Total			3.6
Energy Transition Mission & International	Energy Transition	Grade 4	1
		Grade 5	2
		Grade 6	5
		Grade 8	1
		Grade 9	1
		Grade 4	1
		Grade 5	1
		Grade 6	5.857142857
		Grade 9	1
		Grade 4	1
		Grade 5	1
		Grade 6	4
		Grade 9	2
		Grade 4	1
		Grade 5	1
		Grade 6	2.6
		Grade 7	1
		Grade 8	1
		Grade G	2
		Grade 2	1

		Grade 3	3
	Inward Investment	Grade 3	1
		Grade 4	5
		Grade 6	12.8
		Grade 9	1
		FCDO - AO	1
		Manager	1
		Senior Admin	1
		Grade 3	1
		Grade 4	6
		Grade 5	13.6
		Grade 8	1
		Grade 3	1
		Grade 4	1
		Grade 6	9.114285714
		Grade 7	2
		Grade 8	1
		Grade G	1
		FCDO - AA	1
		FCDO - AO	1.571428571
		FCDO - G7	3
		FCDO - HEO	10
		FCDO - SEO	2
		Manager	1
		Senior Exec	8
		Senior Manager	1

		Grade 2	1
	Management Support - Energy Transition Mission & International	Grade 8	1
	Trade	FCDO - AO	2
		FCDO - EO	1
		FCDO - G7	2
		FCDO - HEO	14
		FCDO - SEO	1
		Grade 3	1
		Grade 4	1
		Grade 6	11
		Grade 9	1
		Senior Exec	5
		Senior Manager	1
		Executive	1
		FCDO - AO	1
		FCDO - EO	3
		FCDO - G7	3
		FCDO - HEO	9
		Senior Exec	1
		Grade 3	1
		Grade 4	3
		Grade 5	1
		Grade 6	10.68571429
		Grade 7	4
		Grade 8	3

		Grade 9	1
		Grade G	1
		FCDO - AA	1
		Grade 3	1
		Grade 4	3
		Grade 5	5.6
		Grade 6	8
		Grade 7	2
		Grade 8	2
		Grade 9	2.657142857
		Grade G	1
		Scottish Living Wage	0.314285714
		Grade 9	1
		Executive	1
		FCDO - C4	1
		FCDO - EO	3
		FCDO - G7	2
		FCDO - HEO	15
		Grade 3	1
		Grade 4	5
		Grade 6	25.51428571
		Grade 9	1
		Senior Admin	1
		Senior Exec	7
		Senior Manager	1

		Grade 2	1
		Grade 3	1
Energy Transition Mission & International Total			304.3142857
Executive Leadership Team		Chief Executive	1
		Grade 1	5
Executive Leadership Team Total			6
Innovation Mission & Investment	Entrepreneurship & Investment	Grade 3	1
		Grade 4	5
		Grade 5	20
		Grade 6	4.3
		Grade 7	1.8
		Grade 9	2
		Grade G	1
		Grade 3	3
		Grade 4	8.6
		Grade 5	21.55714286
		Grade 6	16.8
		Grade 7	3.4
		Grade 8	3
		Grade 9	5
		Grade 9	1
		Grade 2	1
	Management Team Support - Innovation Mission & Investment	Grade 5	1

		Grade 8	1
		Grade 9	1
	Property, Growth Infrastructure & Major Projects	FCDO - HEO	1
		Grade 4	1
		Grade 6	3.8
		Grade 3	1
		Grade 4	5
		Grade 5	14.8
		Grade 6	18.2
		Grade 7	5.2
		Grade 9	1.5
		Grade G	1
		Scottish Living Wage	0.157142857
		Grade 7	1
		Grade 9	1
		Grade 3	2.6
		Grade 4	4.857142857
		Grade 5	2
		Grade 6	12.57142857
		Grade 7	2
		Scottish Living Wage	0.157142857
		Grade 2	1
	Scaling Innovation	Grade 3	1
		Grade 4	4

		Grade 5	2
		Grade 6	10.6
		Grade 7	0.9
		Grade 8	1
		Grade G	1
		Grade 3	1
		Grade 4	2
		Grade 5	1
		Grade 6	8.8
		Grade 9	3
		Grade 2	1
		Grade 3	1
Innovation Mission & Investment Total			219.6
People, Digital & Communications	Corporate Affairs & Marketing	Grade 3	1
		Grade 4	1
		Grade 5	1
		Grade 6	6.665428571
		Grade 7	1
		Grade 9	1
		Grade 4	1
		Grade 6	7
		Grade 8	1
		Grade 3	1
		Grade 4	3
		Grade 5	2

		Grade 6	7.2
		Grade 7	1
		Grade 8	5
		Grade 9	1
		Grade 2	1
	Digital, Data & IT	Grade 10	0.6
		Grade 3	1
		Grade 4	4
		Grade 6	4
		Grade 8	2
		Grade 3	1
		Grade 4	7
		Grade 5	4.6
		Grade 6	29.48571429
		Grade 7	1
		Grade 8	2
		Grade 9	3
		Grade 3	1
		Grade 4	3
		Grade 5	2
		Grade 6	4
		Grade 8	2
		Grade 9	1
		Grade 2	1
	Enterprise IS	Grade 3	1
		Grade 6	2

	Management Team Support - CPO Group	Grade 8	1
	People	Grade 4	1
		Grade 5	2
		Grade 6	1.3
		Grade 8	1
		Grade 3	1
		Grade 5	1.785714286
		Grade 6	6.2
		Grade 7	2
		Grade 8	2.8
		Grade 10	1
		Grade 3	1
		Grade 5	2
		Grade 6	2
		Grade 7	1
		Grade 8	1
		Grade 9	1
		Scottish Living Wage	0.157142857
		Grade 3	1
		Grade 5	0.742857143
		Grade 6	2.885714286
		Grade 8	2.7
		Grade 3	0.828571429
		Grade 6	3.942857143
		Grade 8	2.671428571

		Grade 3	0.592857143
		Grade 5	1.8
		Grade 6	1.8
		Grade 8	3
		Grade 9	5.6
		Grade 3	1
		Grade 5	3
		Grade 6	3
		Grade 7	4.205714286
		Grade G	1
		Grade 2	1
People, Digital & Communications Total			188.564
Productivity Mission & Business Growth	Business Partnerships	Grade 2	1
	Business Support Partnership	Grade 3	1
		Grade 4	1
		Grade 5	1
		Grade 6	0.6
		Grade 7	1.8
	Business Support Services	Grade 3	1
		Grade 4	5
		Grade 6	39.2
		Grade 10	1.6
		Grade 4	2
		Grade 5	5.8
		Grade 6	11.4

		Grade 7	1
		Grade 8	0.8
		Grade 6	1
		Grade 3	1
		Grade 4	2
		Grade 6	17.2
		Grade 9	1
		Grade 4	1
		Grade 5	1
		Grade 6	13.6
		Grade 4	1
		Grade 5	1
		Grade 6	4.8
		Grade 4	1
		Grade 6	1
		Grade 9	1.714285714
		Grade 3	1
		Grade 4	3
		Grade 5	20.8
		Grade 6	7.6
		Grade 9	1.857142857
		Grade 4	3
		Grade 6	18.85714286
		Grade 2	2
		Grade 3	1
	Capital Investment for Productivity	Grade 4	1

		Grade 5	1
		Grade 6	2
		Grade 3	2
		Grade 6	3
		Grade 8	1
	Customer Experience & Products	Grade 4	1
		Grade 6	8.707714286
		Grade 8	1.6
		Grade 9	0.6
		Grade G	1
		Grade 10	1
		Grade 4	0.857142857
		Grade 5	2
		Grade 6	3.7
		Grade 7	3
		Grade 8	16.12857143
		Grade 9	14.8
		Grade 4	1
		Grade 6	4
		Scottish Living Wage	0.157142857
		Grade 3	1
	Funding & Grant Operations	Grade 10	0.6
		Grade 5	1
		Grade 6	4.2
		Grade 7	16.4

		Grade 10	1
		Grade 5	3
		Grade 6	5.8
		Grade 7	5
		Grade 9	1
		Grade 3	1
		Grade 4	1
	Management Team Support - Productivity Mission & Business Growth	Grade 8	1
	Operations Management	Grade 5	0.8
Productivity Mission & Business Growth Total			293.9791429

2024-25 Salary bands – effective 1 April 2024 until 31 December 2024

Grade	-5	-4	-3	-2	-1	0	Total journey time (years)
10			26,075	26,823	27,592	28,384	3
				2.87%	2.87%	2.87%	
9			30,150	31,115	32,078	33,070	3
				3.20%	3.09%	3.09%	
8		35,800	37,314	38,859	40,302	41,718	4
			4.23%	4.14%	3.71%	3.51%	
7			42,554	44,317	45,607	46,935	3
				4.14%	2.91%	2.91%	
6		48,324	50,314	52,279	54,267	55,946	4
			4.12%	3.91%	3.80%	3.09%	
5			56,506	58,043	59,624	61,247	3
				2.72%	2.72%	2.72%	
4		62,472	64,701	67,008	69,398	71,879	4
			3.57%	3.57%	3.57%	3.58%	
3	73,317	75,360	77,177	79,036	80,941	82,893	5
		2.79%	2.41%	2.41%	2.41%	2.41%	
2	93,621	97,603	101,725	105,136	107,610	109,925	5
		4.25%	4.22%	3.35%	2.35%	2.15%	
1	126,228	132,113	136,062	139,900	143,847	147,907	5
		4.66%	2.99%	2.82%	2.82%	2.82%	
Graduate*		31,139	31,685	32,231	32,777	33,322	2

*Separate pay arrangements - 6 monthly during programme.

The table above shows Salary Bands for Scottish Enterprise (by Grade), as requested. Please note our FCDO colleagues use a different pay structure.