

In June 2019, we agreed a two-year pay agreement with Unite the Union on salaries and benefits covering 2019/20 and 2020/21.

- From 1 April 2019, an increase of 2.2% on all salaries and related benefits plus a one-off non-consolidated payment of £200 (before tax and NI) for all staff employed by the Association on a full-time contract (i.e. 35 hours or more per week).
- From 1 April 2020, it was agreed that salaries and benefits would increase by October 2019 CPI + 0.1%. The October 2019 CPI figure was 1.5%. Therefore, all salaries and associated benefits will increase by 1.6%.

Therefore, our **2020/21 salary scales** are:

	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
CEO	103,691	105,995	108,299	110,604	112,736	115,212
Director	71,864	73,462	75,058	76,656	78,252	79,850
Depute	59,689	60,541	61,394	62,247	63,099	63,952
Grade 10	53,385	54,184	55,005	55,838	56,693	57,734
Grade 9	45,914	46,370	46,826	47,294	47,767	48,246
Grade 8	39,240	39,925	40,552	41,242	41,807	42,434
Grade 7	33,537	34,050	34,564	35,134	35,659	36,212
Grade 6	28,489	28,917	29,351	29,887	30,343	30,799
Grade 5	25,951	26,339	26,733	27,138	27,394	27,805
Grade 4	22,529	22,871	23,213	23,561	23,905	24,263
Grade 3	20,533	20,875	21,217	21,559	21,902	22,244
Grade 2	18,251	18,537	18,822	19,107	19,392	19,677
Grade 1	15,685	15,970	16,210	16,455	16,711	16,997
Registered Services	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6
HS6 - Mgr	35,473	36,004	36,545	37,093	37,815	38,670
HS5 - Depute Mgr	29,648	30,093	30,545	31,003	31,468	31,940
HS4 - Supervisor	26,260	26,654	27,054	27,459	27,871	28,290
HS3 - Worker	22,502	22,838	23,182	23,529	23,882	24,240
HS2 - Assistant	18,000	18,271	18,545	18,823	19,106	19,392
Sessional	Housing Support	9.89	Estate Caretaker	10.54	Youth Worker	9.30



The Association is a Glasgow Living Wage employer. This means we have made a commitment to pay the 'real living wage' to all our employees. From 1 April 2020, the Glasgow Living Wage was £9.30 per hour.