



Pay and Grading Structure 2024/25

We are a Scottish Living Wage employer. We are committed to paying the 'real living wage' to all our employees.

Grade	Spinal points	Salary scale
Scottish Living Wage		£21,840
2	8-12	£21,840 - £22,934
3	13-18	£23,931 - £25,925
4	19-24	£26,257 - £28,278
5	25-30	£30,246 - £32,406
6	31-36	£33,409 - £36,548
7	37-42	£39,087 - £42,910
8	43-48	£46,728 - £50,587
9	49-54	£53,512 - £56,230
10	55-60	£62,220 - £67,288
Depute Director	61-66	£69,556 - £74,535
Director	67-72	£83,756 - £93,063
CEO	73-78	£120,850 - £134,278

Health and Social Care Scales

Grade	Spinal points	Salary scale
Assistant	3-6	£21,840 - £22,601
Worker	7-12	£26,225 - £28,251
Supervisor	13-18	£30,606 - £32,971
Depute Manager	19-24	£34,555 - £37,225
Manager	25-30	£41,343 - £45,069