



**Queens
Cross
Housing
Association**

Pay and Grading Structure 2025/26

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		£22,932
2	7-12	£22,123 - £23,851
3	13-18	£24,888 - £26,962
4	19-24	£27,308 - £29,409
5	25-30	£31,455 - £33,702
6	31-36	£34,745 - £38,010
7	37-42	£40,649 - £44,626
8	43-48	£48,597 – £52,611
9	49-54	£55,652 - £58,480
10	55-60	£64,708 - £69,979
Depute Director	61-66	£72,349 - £77,516
Director	67-72	£87,107 - £96,786
CEO	73-78	£125,684 - £139,649

Health and Social Care Scales

Grade	Spinal points	Salary scale
Assistant	3-6	£22,932 - £23,505
Worker	7-12	£27,274 - £29,381
Supervisor	13-18	£31,830 - £34,290
Depute Manager	19-24	£35,937 - £38,714
Manager	25-30	£42,997 - £46,872