

Grade Structure

Grade	Jobs in each grade	
9	Housing Manager	Property Manager
8	Customer Service Manager Finance Manager HR Manager	ICT and Service Delivery Manager
7	Team Leader Repairs and Voids	
6	Assistant Accountant Registered Service Manager Team Leader Elgin Team Leader – Exec. Office & Communications	Team Leader Housing Team Leader Major Works Team Leader Property Compliance Team Leader Rent Management
5	Applications and Data Analyst Housing Officer Property Officer Rent Management Assistant	Property Surveyor Rent Management Officer Senior Finance Officer
4	Finance Officer Housing Support Worker IT Analyst	Scheduler Tenant Participation Officer Tenant Welfare Advisor
3	Administration Assistant Allocations Assistant Customer Service Advisor Estates Assistant Finance Assistant General Assistant	Governance and Corporate Service Assistant Housing Assistant HR Assistant Property Assistant Property Compliance Assistant
2		
1	Cleaner	

Pay Structure from 1 April 2026

Grade	Minimum 90%	92%	94%	96%	98%	Maximum 100%
9	£55,891	£57,132	£58,375	£59,617	£60,859	£62,101
8	£51,750	£52,901	£54,051	£55,201	£56,351	£57,501
7	£47,921	£48,986	£50,051	£51,116	£52,181	£53,246
6	£43,780	£44,754	£45,727	£46,699	£47,673	£48,646
5	£37,779	£38,618	£39,457	£40,296	£41,136	£41,976
4	£34,052	£34,809	£35,566	£36,322	£37,078	£37,836
3	£27,636	£28,248	£28,862	£29,477	£30,091	£30,706
2	£26,392	£26,980	£27,566	£28,152	£28,738	£29,326
1						£25,275

*Grade 1 will always equate to at least Scottish Living Wage

Direct Labour Organisation (DLO)

Grade	Minimum 90%	92%	94%	96%	98%	Maximum 100%
DLO6	£37,882	£38,724	£39,565	£40,406	£41,249	£42,090
DLO4	£33,638	£34,386	£35,133	£35,880	£36,628	£37,376