



supporting
social
employers

SALARIES AND ALLOWANCES FROM 1 APRIL 2023

SALARIES

Professional & Administrative Grades

POINT	GRADE	SALARY 1 April 2022	SALARY 1 April 2023
PA1	1	£18,066	£19,891
PA2	1	£18,066	£19,891
PA3	2	£18,066	£19,891
PA4	2	£18,066	£19,891
PA5	3	£18,484	£19,891
PA6	3	£19,408	£20,427
PA7	3	£20,344	£21,412
PA8	3	£21,266	£22,383
PA9	4	£22,197	£23,362
PA10	4	£23,162	£24,378
PA11	4	£24,131	£25,398
PA12	4	£25,101	£26,419
PA13	5	£26,071	£27,440
PA14	5	£27,038	£28,458
PA15	5	£28,002	£29,472
PA16	5	£28,974	£30,495
PA17	6	£29,946	£31,518
PA18	6	£30,912	£32,535
PA19	6	£31,880	£33,554
PA20	6	£32,737	£34,456
PA21	Unallocated		
PA22	7	£35,022	£36,860
PA23	7	£36,169	£38,068
PA24	7	£37,316	£39,275
PA25	7	£38,456	£40,475
PA26	Unallocated		
PA27	Unallocated		
PA28	8	£41,884	£44,083
PA29	8	£43,027	£45,286
PA30	8	£44,171	£46,490
PA31	8	£45,315	£47,694

Technical & Support Grades

POINT	GRADE	SALARY 1 April 2022	SALARY 1 April 2023
TAS1	1	£18,066	£19,891
TAS1	1	£18,066	£19,891
TAS2	2	£19,408	£20,427
TAS2	2	£20,344	£21,412
TAS3	3	£22,197	£23,362
TAS3	3	£23,162	£24,378
TAS4	4	£25,101	£26,419
TAS4	4	£26,071	£27,440
TAS5	5	£27,038	£28,458
TAS5	5	£28,002	£29,472
TAS6	6	£29,946	£31,518
TAS6	6	£30,912	£32,535

Senior Management Grades 9 & 10

POINT	GRADE	SALARY 1 April 2022	SALARY 1 April 2023
SM1		£46,458	£48,897
SM2		£47,605	£50,104
SM3		£48,746	£51,305
SM4		£50,192	£52,827
SM5		£51,642	£54,353
SM6		£53,089	£55,876
SM7		£54,539	£57,402
SM8		£55,986	£58,925
SM9		£57,433	£60,448
SM10		£58,874	£61,965
SM11		£60,319	£63,486
SM12		£61,766	£65,009
SM13		£63,211	£66,530
SM14		£64,656	£68,050
SM15		£66,098	£69,568
SM16		£67,543	£71,089
SM17		£68,988	£72,610
SM18		£70,436	£74,134
SM19		£71,879	£75,652
SM20		£73,322	£77,172
SM21		£74,765	£78,690
SM22		£76,208	£80,209
SM23		£77,650	£81,727
SM24		£79,093	£83,245
SM25		£80,536	£84,764
SM26		£81,979	£86,283
SM27		£83,422	£87,802
SM28		£84,866	£89,321
SM29		£86,307	£90,838
SM30		£87,750	£92,357
SM31		£89,194	£93,876

Senior Manager posts to be placed on 3 point spread.

ALLOWANCES	1 April 2022	1 April 2023
Cars		
Essential User Lump Sum	£1,472	£1,549
Mileage - first 10,000 miles	45p	45p
Per mile thereafter	25p	25p
Passenger - per mile	5p	5p
Motorcycles - per mile	24p	24p
Bicycles - per mile	20p	20p
Subsistence		
On duty 10 hours plus	£17.97	£18.91
5 - 10 hours outwith area	£11.00	£11.57
First Aid		
Annual Sum	£497	£523
Distant Islands Allowance		
Annual Sum	£2,182	£2,297
Prescribed spectacles		
Payment towards cost	£99.13	£104.33

RETIRAL/LONG SERVICE AWARD SCHEME

Contribution to Retirement/Leaving gift to mark long service

5 - 10 years service	£100	£105
10 - 15 years service	£125	£132
15 - 20 years service	£175	£184
20 years+ service	£225	£237

FORMER SALARY SCHEME (pre April 2005)

POINT	GRADE	SALARY 1 April 2022	SALARY 1 April 2023
1			
2	1	£15,452	£16,263
3	1	£16,504	£17,371
4	2	£17,555	£18,477
5	2	£18,484	£19,454
6	2	£19,408	£20,427
7	2	£20,343	£21,411
8	2	£21,267	£22,383
9	2 & 3	£22,197	£23,362
10	2 & 3	£23,163	£24,379
11	3	£24,131	£25,398
12	3	£25,101	£26,419
13	3	£26,071	£27,440
14	3 & 4	£27,038	£28,458
15	3 & 4	£28,002	£29,472
16	4	£28,974	£30,495
17	4	£29,945	£31,517
18	4	£30,912	£32,535
19	4	£31,880	£33,554
20	4 & 5	£32,737	£34,456
21	5	£33,885	£35,664
22	5	£35,022	£36,860
23	5	£36,169	£38,068
24	5	£37,317	£39,276
25	5	£38,456	£40,475
26	6	£39,594	£41,673
27	6	£40,735	£42,874
28	6	£41,884	£44,083
29	6	£43,027	£45,286
30	6	£44,170	£46,489
31	6	£45,314	£47,693
32	7 & 8	£46,458	£48,897
33	7 & 8	£47,605	£50,104
34	7 & 8	£48,746	£51,305
35	7 & 8	£50,192	£52,827
36	7 & 8	£51,642	£54,354
37	7 & 8	£53,088	£55,876
38	7 & 8	£54,539	£57,402
39	7 & 8	£55,986	£58,926
40	7 & 8	£57,434	£60,449
41	7 & 8	£58,873	£61,964
42	7 & 8	£60,319	£63,486
43	7 & 8	£61,766	£65,009
44	7 & 8	£63,211	£66,530
45	7 & 8	£64,656	£68,050
46	7 & 8	£66,097	£69,567
47	7 & 8	£67,543	£71,089
48	7 & 8	£68,988	£72,610
49	7 & 8	£70,436	£74,134
50	7 & 8	£71,879	£75,652
51	7 & 8	£73,322	£77,171