



supporting
social
employers

SALARIES AND ALLOWANCES FROM 1 APRIL 2024

SALARIES

Professional & Administrative Grades

POINT	GRADE	SALARY 1 April 2023	SALARY 1 April 2024
PA1	1	£19,891	£21,898
PA2	1	£19,891	£21,898
PA3	2	£19,891	£21,898
PA4	2	£19,891	£21,898
PA5	3	£19,891	£21,898
PA6	3	£20,427	£21,898
PA7	3	£21,412	£22,696
PA8	3	£22,383	£23,726
PA9	4	£23,362	£24,764
PA10	4	£24,378	£25,841
PA11	4	£25,398	£26,922
PA12	4	£26,419	£28,004
PA13	5	£27,440	£29,086
PA14	5	£28,458	£30,165
PA15	5	£29,472	£31,241
PA16	5	£30,495	£32,324
PA17	6	£31,518	£33,409
PA18	6	£32,535	£34,487
PA19	6	£33,554	£35,567
PA20	6	£34,456	£36,523
PA21	Unallocated		
PA22	7	£36,860	£39,072
PA23	7	£38,068	£40,352
PA24	7	£39,275	£41,632
PA25	7	£40,475	£42,903
PA26	Unallocated		
PA27	Unallocated		
PA28	8	£44,083	£46,728
PA29	8	£45,286	£48,003
PA30	8	£46,490	£49,279
PA31	8	£47,694	£50,556

Technical & Support Grades

POINT	GRADE	SALARY 1 April 2023	SALARY 1 April 2024
TAS1	1	£19,891	£21,898
TAS1	1	£19,891	£21,898
TAS2	2	£20,427	£21,898
TAS2	2	£21,412	£22,696
TAS3	3	£23,362	£24,764
TAS3	3	£24,378	£25,841
TAS4	4	£26,419	£28,004
TAS4	4	£27,440	£29,086
TAS5	5	£28,458	£30,165
TAS5	5	£29,472	£31,241
TAS6	6	£31,518	£33,409
TAS6	6	£32,535	£34,487

Senior Management Grades 9 & 10

POINT	GRADE	SALARY 1 April 2023	SALARY 1 April 2024
SM1		£48,897	£51,831
SM2		£50,104	£53,110
SM3		£51,305	£54,383
SM4		£52,827	£55,996
SM5		£54,353	£57,614
SM6		£55,876	£59,229
SM7		£57,402	£60,846
SM8		£58,925	£62,460
SM9		£60,448	£64,075
SM10		£61,965	£65,682
SM11		£63,486	£67,295
SM12		£65,009	£68,910
SM13		£66,530	£70,521
SM14		£68,050	£72,133
SM15		£69,568	£73,742
SM16		£71,089	£75,355
SM17		£72,610	£76,967
SM18		£74,134	£78,582
SM19		£75,652	£80,192
SM20		£77,172	£81,802
SM21		£78,690	£83,412
SM22		£80,209	£85,022
SM23		£81,727	£86,630
SM24		£83,245	£88,240
SM25		£84,764	£89,850
SM26		£86,283	£91,460
SM27		£87,802	£93,070
SM28		£89,321	£94,680
SM29		£90,838	£96,289
SM30		£92,357	£97,899
SM31		£93,876	£99,509

Senior Manager posts to be placed on 3 point spread.

ALLOWANCES	1 April 2023	1 April 2024
Cars		
Essential User Lump Sum	£1,549	£1,642
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	£18.91	£20.05
5 - 10 hours outwith area	£11.57	£12.27
First Aid		
Annual Sum	£523	£555
Distant Islands Allowance		
Annual Sum	£2,297	£2,435
Prescribed spectacles		
Payment towards cost	£104.33	£110.59

RETIRAL/LONG SERVICE AWARD SCHEME

Contribution to Retirement/Leaving gift to mark long service

5 - 10 years service	£105	£112
10 - 15 years service	£132	£139
15 - 20 years service	£184	£195
20 years+ service	£237	£251

FORMER SALARY SCHEME (pre April 2005)

POINT	GRADE	SALARY 1 April 2023	SALARY 1 April 2024
1			
2	1	£16,263	£17,239
3	1	£17,371	£18,413
4	2	£18,477	£19,585
5	2	£19,454	£20,621
6	2	£20,427	£21,653
7	2	£21,411	£22,695
8	2	£22,383	£23,726
9	2 & 3	£23,362	£24,764
10	2 & 3	£24,379	£25,841
11	3	£25,398	£26,922
12	3	£26,419	£28,004
13	3	£27,440	£29,086
14	3 & 4	£28,458	£30,165
15	3 & 4	£29,472	£31,241
16	4	£30,495	£32,324
17	4	£31,517	£33,408
18	4	£32,535	£34,487
19	4	£33,554	£35,567
20	4 & 5	£34,456	£36,523
21	5	£35,664	£37,804
22	5	£36,860	£39,072
23	5	£38,068	£40,352
24	5	£39,276	£41,633
25	5	£40,475	£42,904
26	6	£41,673	£44,174
27	6	£42,874	£45,446
28	6	£44,083	£46,728
29	6	£45,286	£48,003
30	6	£46,489	£49,278
31	6	£47,693	£50,555
32	7 & 8	£48,897	£51,831
33	7 & 8	£50,104	£53,110
34	7 & 8	£51,305	£54,383
35	7 & 8	£52,827	£55,996
36	7 & 8	£54,354	£57,615
37	7 & 8	£55,876	£59,228
38	7 & 8	£57,402	£60,846
39	7 & 8	£58,926	£62,461
40	7 & 8	£60,449	£64,076
41	7 & 8	£61,964	£65,681
42	7 & 8	£63,486	£67,295
43	7 & 8	£65,009	£68,910
44	7 & 8	£66,530	£70,521
45	7 & 8	£68,050	£72,133
46	7 & 8	£69,567	£73,742
47	7 & 8	£71,089	£75,355
48	7 & 8	£72,610	£76,967
49	7 & 8	£74,134	£78,582
50	7 & 8	£75,652	£80,192
51	7 & 8	£77,171	£81,802