



supporting
social
employers

SALARIES AND ALLOWANCES FROM 1 APRIL 2025

SALARIES

Professional & Administrative Grades

POINT	GRADE	SALARY 1 April 2024	SALARY 1 April 2025
PA1	1	£21,898	£22,994
PA2	1	£21,898	£22,994
PA3	2	£21,898	£22,994
PA4	2	£21,898	£22,994
PA5	3	£21,898	£22,994
PA6	3	£21,898	£22,994
PA7	3	£22,696	£23,604
PA8	3	£23,726	£24,675
PA9	4	£24,764	£25,755
PA10	4	£25,841	£26,874
PA11	4	£26,922	£27,999
PA12	4	£28,004	£29,124
PA13	5	£29,086	£30,250
PA14	5	£30,165	£31,372
PA15	5	£31,241	£32,490
PA16	5	£32,324	£33,617
PA17	6	£33,409	£34,745
PA18	6	£34,487	£35,866
PA19	6	£35,567	£36,990
PA20	6	£36,523	£37,984
PA21	Unallocated		
PA22	7	£39,072	£40,635
PA23	7	£40,352	£41,966
PA24	7	£41,632	£43,297
PA25	7	£42,903	£44,619
PA26	Unallocated		
PA27	Unallocated		
PA28	8	£46,728	£48,597
PA29	8	£48,003	£49,923
PA30	8	£49,279	£51,250
PA31	8	£50,556	£52,578

Technical & Support Grades

POINT	GRADE	SALARY 1 April 2024	SALARY 1 April 2025
TAS1	1	£21,898	£22,994
TAS1	1	£21,898	£22,994
TAS2	2	£21,898	£22,994
TAS2	2	£22,696	£23,604
TAS3	3	£24,764	£25,755
TAS3	3	£25,841	£26,874
TAS4	4	£28,004	£29,124
TAS4	4	£29,086	£30,250
TAS5	5	£30,165	£31,372
TAS5	5	£31,241	£32,490
TAS6	6	£33,409	£34,745
TAS6	6	£34,487	£35,866

Senior Management Grades 9 & 10

POINT	GRADE	SALARY 1 April 2024	SALARY 1 April 2025
SM1		£51,831	£53,904
SM2		£53,110	£55,235
SM3		£54,383	£56,558
SM4		£55,996	£58,236
SM5		£57,614	£59,919
SM6		£59,229	£61,598
SM7		£60,846	£63,280
SM8		£62,460	£64,959
SM9		£64,075	£66,638
SM10		£65,682	£68,310
SM11		£67,295	£69,987
SM12		£68,910	£71,666
SM13		£70,521	£73,342
SM14		£72,133	£75,018
SM15		£73,742	£76,692
SM16		£75,355	£78,369
SM17		£76,967	£80,045
SM18		£78,582	£81,725
SM19		£80,192	£83,399
SM20		£81,802	£85,074
SM21		£83,412	£86,748
SM22		£85,022	£88,423
SM23		£86,630	£90,095
SM24		£88,240	£91,770
SM25		£89,850	£93,444
SM26		£91,460	£95,119
SM27		£93,070	£96,793
SM28		£94,680	£98,468
SM29		£96,289	£100,140
SM30		£97,899	£101,815
SM31		£99,509	£103,489

Senior Manager posts to be placed on 3 point spread.

ALLOWANCES	1 April 2024	1 April 2025
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Cars		
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Essential User Lump Sum	£1,642	£1,708
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		
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On duty 10 hours plus	£20.05	£20.85
5 - 10 hours outwith area	£12.27	£12.76

First Aid (including Mental Health First Aiders)		
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Annual Sum	£555	£577
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Distant Islands Allowance		
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Annual Sum	£2,435	£2,532
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Prescribed spectacles		
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Payment towards cost	£110.59	£115.02
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RETIRAL/LONG SERVICE AWARD SCHEME		
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Contribution to Retirement / Leaving gift to mark long service

5 - 10 years service	£112	£116
10 - 15 years service	£139	£145
15 - 20 years service	£195	£203
20 years+ service	£251	£261