



supporting
social
employers

SALARIES AND ALLOWANCES FROM 1 APRIL 2019

SALARIES

Professional & Administrative Grades

POINT	GRADE	SALARY 1 April 2018	SALARY 1 April 2019
PA1	1	£15,968	£16,421
PA2	1	£15,968	£16,421
PA3	2	£15,968	£16,421
PA4	2	£16,097	£16,467
PA5	3	£16,948	£17,338
PA6	3	£17,795	£18,204
PA7	3	£18,653	£19,082
PA8	3	£19,499	£19,947
PA9	4	£20,352	£20,821
PA10	4	£21,237	£21,725
PA11	4	£22,126	£22,635
PA12	4	£23,015	£23,544
PA13	5	£23,904	£24,454
PA14	5	£24,791	£25,361
PA15	5	£25,675	£26,266
PA16	5	£26,566	£27,177
PA17	6	£27,457	£28,089
PA18	6	£28,343	£28,995
PA19	6	£29,231	£29,903
PA20	6	£30,016	£30,707
PA21	Unallocated		
PA22	7	£32,111	£32,850
PA23	7	£33,163	£33,926
PA24	7	£34,215	£35,002
PA25	7	£35,260	£36,071
PA26	Unallocated		
PA27	Unallocated		
PA28	8	£38,403	£39,286
PA29	8	£39,451	£40,358
PA30	8	£40,500	£41,432
PA31	8	£41,549	£42,505

Technical & Support Grades

POINT	GRADE	SALARY 1 April 2018	SALARY 1 April 2019
TAS1	1	£15,968	£16,421
TAS1	1	£16,097	£16,467
TAS2	2	£17,795	£18,204
TAS2	2	£18,653	£19,082
TAS3	3	£20,352	£20,821
TAS3	3	£21,237	£21,725
TAS4	4	£23,015	£23,544
TAS4	4	£23,904	£24,454
TAS5	5	£24,791	£25,361
TAS5	5	£25,675	£26,266
TAS6	6	£27,457	£28,089
TAS6	6	£28,343	£28,995

Senior Management Grades 9 & 10

POINT	GRADE	SALARY 1 April 2018	SALARY 1 April 2019
SM1		£42,597	£43,577
SM2		£43,649	£44,652
SM3		£44,695	£45,723
SM4		£46,021	£47,079
SM5		£47,350	£48,439
SM6		£48,677	£49,797
SM7		£50,006	£51,157
SM8		£51,333	£52,514
SM9		£52,660	£53,871
SM10		£53,981	£55,223
SM11		£55,306	£56,578
SM12		£56,633	£57,936
SM13		£57,958	£59,291
SM14		£59,282	£60,646
SM15		£60,605	£61,999
SM16		£61,930	£63,355
SM17		£63,255	£64,710
SM18		£64,582	£66,067
SM19		£65,905	£67,421
SM20		£67,229	£68,775
SM21		£68,552	£70,128
SM22		£69,875	£71,482
SM23		£71,197	£72,834
SM24		£72,520	£74,188
SM25		£73,843	£75,542
SM26		£75,166	£76,895
SM27		£76,490	£78,249
SM28		£77,813	£79,603
SM29		£79,135	£80,955
SM30		£80,458	£82,308
SM31		£81,781	£83,662

Senior Manager posts to be placed on 3 point spread.

ALLOWANCES	1 April 2018	1 April 2019
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Cars		
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Essential User Lump Sum	£1,350	£1,381
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	£16.48	£16.85
5 - 10 hours outwith area	£10.08	£10.31

First Aid		
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Annual Sum	£456	£466
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Distant Islands Allowance		
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Annual Sum	£2,001	£2,047
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Prescribed spectacles		
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Payment towards cost	£90.89	£92.98
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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	£100	£100
10 - 15 years service	£125	£125
15 - 20 years service	£175	£175
20 years+ service	£225	£225

FORMER SALARY SCHEME (pre April 2005)

POINT	GRADE	SALARY 1 April 2018	SALARY 1 April 2019
1			
2	1	£14,167	£14,493
3	1	£15,133	£15,481
4	2	£16,096	£16,466
5	2	£16,948	£17,338
6	2	£17,795	£18,204
7	2	£18,652	£19,081
8	2	£19,500	£19,948
9	2 & 3	£20,352	£20,821
10	2 & 3	£21,238	£21,726
11	3	£22,126	£22,635
12	3	£23,015	£23,544
13	3	£23,904	£24,454
14	3 & 4	£24,791	£25,361
15	3 & 4	£25,675	£26,266
16	4	£26,566	£27,177
17	4	£27,456	£28,088
18	4	£28,343	£28,995
19	4	£29,231	£29,903
20	4 & 5	£30,016	£30,707
21	5	£31,069	£31,784
22	5	£32,111	£32,850
23	5	£33,163	£33,926
24	5	£34,216	£35,003
25	5	£35,261	£36,072
26	6	£36,304	£37,139
27	6	£37,350	£38,209
28	6	£38,403	£39,286
29	6	£39,451	£40,359
30	6	£40,499	£41,431
31	6	£41,548	£42,504
32	7 & 8	£42,597	£43,577
33	7 & 8	£43,649	£44,652
34	7 & 8	£44,695	£45,723
35	7 & 8	£46,021	£47,079
36	7 & 8	£47,351	£48,440
37	7 & 8	£48,676	£49,796
38	7 & 8	£50,006	£51,157
39	7 & 8	£51,334	£52,514
40	7 & 8	£52,661	£53,872
41	7 & 8	£53,980	£55,222
42	7 & 8	£55,306	£56,578
43	7 & 8	£56,633	£57,936
44	7 & 8	£57,958	£59,291
45	7 & 8	£59,282	£60,646
46	7 & 8	£60,604	£61,998
47	7 & 8	£61,930	£63,355
48	7 & 8	£63,255	£64,710
49	7 & 8	£64,582	£66,067
50	7 & 8	£65,905	£67,421
51	7 & 8	£67,228	£68,775