



supporting  
social  
employers

## SALARIES AND ALLOWANCES FROM 1 APRIL 2024

### SALARIES

#### Professional & Administrative Grades

| POINT | GRADE       | SALARY<br>1 April 2023 | SALARY<br>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<br>1 April 2023 | SALARY<br>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<br>1 April 2023 | SALARY<br>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<br>1 April 2023 | SALARY<br>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                |