



supporting
social
employers

SALARIES AND ALLOWANCES FROM 1 APRIL 2020

SALARIES

Professional & Administrative Grades

POINT	GRADE	SALARY 1 April 2019	SALARY 1 April 2020
PA1	1	£16,421	£16,972
PA2	1	£16,421	£16,972
PA3	2	£16,421	£16,972
PA4	2	£16,467	£16,972
PA5	3	£17,338	£17,615
PA6	3	£18,204	£18,496
PA7	3	£19,082	£19,387
PA8	3	£19,947	£20,267
PA9	4	£20,821	£21,154
PA10	4	£21,725	£22,073
PA11	4	£22,635	£22,997
PA12	4	£23,544	£23,921
PA13	5	£24,454	£24,845
PA14	5	£25,361	£25,767
PA15	5	£26,266	£26,686
PA16	5	£27,177	£27,612
PA17	6	£28,089	£28,538
PA18	6	£28,995	£29,459
PA19	6	£29,903	£30,382
PA20	6	£30,707	£31,198
PA21	Unallocated		
PA22	7	£32,850	£33,375
PA23	7	£33,926	£34,468
PA24	7	£35,002	£35,562
PA25	7	£36,071	£36,648
PA26	Unallocated		
PA27	Unallocated		
PA28	8	£39,286	£39,915
PA29	8	£40,358	£41,004
PA30	8	£41,432	£42,094
PA31	8	£42,505	£43,185

Technical & Support Grades

POINT	GRADE	SALARY	
		1 April 2019	1 April 2020
TAS1	1	£16,421	£16,972
TAS1	1	£16,467	£16,972
TAS2	2	£18,204	£18,496
TAS2	2	£19,082	£19,387
TAS3	3	£20,821	£21,154
TAS3	3	£21,725	£22,073
TAS4	4	£23,544	£23,921
TAS4	4	£24,454	£24,845
TAS5	5	£25,361	£25,767
TAS5	5	£26,266	£26,686
TAS6	6	£28,089	£28,538
TAS6	6	£28,995	£29,459

Senior Management Grades 9 & 10

POINT	GRADE	SALARY	
		1 April 2019	1 April 2020
SM1		£43,577	£44,274
SM2		£44,652	£45,367
SM3		£45,723	£46,454
SM4		£47,079	£47,832
SM5		£48,439	£49,214
SM6		£49,797	£50,593
SM7		£51,157	£51,975
SM8		£52,514	£53,354
SM9		£53,871	£54,733
SM10		£55,223	£56,106
SM11		£56,578	£57,483
SM12		£57,936	£58,863
SM13		£59,291	£60,240
SM14		£60,646	£61,616
SM15		£61,999	£62,991
SM16		£63,355	£64,368
SM17		£64,710	£65,745
SM18		£66,067	£67,125
SM19		£67,421	£68,500
SM20		£68,775	£69,876
SM21		£70,128	£71,250
SM22		£71,482	£72,626
SM23		£72,834	£74,000
SM24		£74,188	£75,375
SM25		£75,542	£76,750
SM26		£76,895	£78,126
SM27		£78,249	£79,501
SM28		£79,603	£80,876
SM29		£80,955	£82,250
SM30		£82,308	£83,625
SM31		£83,662	£85,001

Senior Manager posts to be placed on 3 point spread.

For Senior Managers in Larger Organisations

CHIEF EXECUTIVE/DIRECTOR

GRADE 12 – (rates effective from 1 April 2020)

POINT SALARY

1	£91,972
2	£93,378
3	£94,782
4	£96,188

GRADE 11 – (rates effective from 1 April 2020)

POINT SALARY

1	£68,499
2	£69,877
3	£71,253
4	£72,617
5	£73,992
6	£75,368
7	£76,744
8	£78,123
9	£79,500
10	£80,876

ALLOWANCES

1 April 2019

1 April 2020

Cars

Essential User Lump Sum	£1,381	£1,403
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	£16.85	£17
5 - 10 hours outwith area	£10.31	£10

First Aid

Annual Sum	£466	£474
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Distant Islands Allowance

Annual Sum	£2,047	£2,080
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Prescribed spectacles

Payment towards cost	£92.98	£94
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RETIRAL/LONG SERVICE AWARD SCHEME

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 2019	SALARY 1 April 2020
1			
2	1	£14,493	£14,725
3	1	£15,481	£15,728
4	2	£16,466	£16,730
5	2	£17,338	£17,615
6	2	£18,204	£18,496
7	2	£19,081	£19,386
8	2	£19,948	£20,267
9	2 & 3	£20,821	£21,154
10	2 & 3	£21,726	£22,074
11	3	£22,635	£22,997
12	3	£23,544	£23,921
13	3	£24,454	£24,845
14	3 & 4	£25,361	£25,767
15	3 & 4	£26,266	£26,686
16	4	£27,177	£27,612
17	4	£28,088	£28,537
18	4	£28,995	£29,459
19	4	£29,903	£30,382
20	4 & 5	£30,707	£31,198
21	5	£31,784	£32,292
22	5	£32,850	£33,375
23	5	£33,926	£34,468
24	5	£35,003	£35,563
25	5	£36,072	£36,649
26	6	£37,139	£37,733
27	6	£38,209	£38,820
28	6	£39,286	£39,915
29	6	£40,359	£41,005
30	6	£41,431	£42,094
31	6	£42,504	£43,184
32	7 & 8	£43,577	£44,274
33	7 & 8	£44,652	£45,367
34	7 & 8	£45,723	£46,454
35	7 & 8	£47,079	£47,832
36	7 & 8	£48,440	£49,215
37	7 & 8	£49,796	£50,593
38	7 & 8	£51,157	£51,975
39	7 & 8	£52,514	£53,355
40	7 & 8	£53,872	£54,734
41	7 & 8	£55,222	£56,105
42	7 & 8	£56,578	£57,483
43	7 & 8	£57,936	£58,863
44	7 & 8	£59,291	£60,240
45	7 & 8	£60,646	£61,616
46	7 & 8	£61,998	£62,990
47	7 & 8	£63,355	£64,368
48	7 & 8	£64,710	£65,745
49	7 & 8	£66,067	£67,125
50	7 & 8	£67,421	£68,500
51	7 & 8	£68,775	£69,875