



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 | SALARY 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 | SALARY 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.

| 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 |
|------------|------|------|

Distant Islands Allowance

| | | |
|------------|--------|--------|
| Annual Sum | £2,047 | £2,080 |
|------------|--------|--------|

Prescribed spectacles

| | | |
|----------------------|--------|-----|
| Payment towards cost | £92.98 | £94 |
|----------------------|--------|-----|

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 |