



supporting
social
employers

SALARIES AND ALLOWANCES FROM 1 APRIL 2021

SALARIES

Professional & Administrative Grades

POINT	GRADE	SALARY 1 April 2020	SALARY 1 April 2021
PA1	1	£16,972	£17,336
PA2	1	£16,972	£17,336
PA3	2	£16,972	£17,336
PA4	2	£16,972	£17,336
PA5	3	£17,615	£17,756
PA6	3	£18,496	£18,644
PA7	3	£19,387	£19,542
PA8	3	£20,267	£20,429
PA9	4	£21,154	£21,323
PA10	4	£22,073	£22,250
PA11	4	£22,997	£23,181
PA12	4	£23,921	£24,112
PA13	5	£24,845	£25,044
PA14	5	£25,767	£25,973
PA15	5	£26,686	£26,899
PA16	5	£27,612	£27,832
PA17	6	£28,538	£28,766
PA18	6	£29,459	£29,695
PA19	6	£30,382	£30,625
PA20	6	£31,198	£31,448
PA21	Unallocated		
PA22	7	£33,375	£33,642
PA23	7	£34,468	£34,744
PA24	7	£35,562	£35,846
PA25	7	£36,648	£36,941
PA26	Unallocated		
PA27	Unallocated		
PA28	8	£39,915	£40,234
PA29	8	£41,004	£41,332
PA30	8	£42,094	£42,431
PA31	8	£43,185	£43,530

Technical & Support Grades

POINT	GRADE	SALARY 1 April 2020	SALARY 1 April 2021
TAS1	1	£16,972	£17,336
TAS1	1	£16,972	£17,336
TAS2	2	£18,496	£18,644
TAS2	2	£19,387	£19,542
TAS3	3	£21,154	£21,323
TAS3	3	£22,073	£22,250
TAS4	4	£23,921	£24,112
TAS4	4	£24,845	£25,044
TAS5	5	£25,767	£25,973
TAS5	5	£26,686	£26,899
TAS6	6	£28,538	£28,766
TAS6	6	£29,459	£29,695

Senior Management Grades 9 & 10

POINT	GRADE	SALARY 1 April 2020	SALARY 1 April 2021
SM1		£44,274	£44,628
SM2		£45,367	£45,730
SM3		£46,454	£46,826
SM4		£47,832	£48,215
SM5		£49,214	£49,608
SM6		£50,593	£50,998
SM7		£51,975	£52,391
SM8		£53,354	£53,781
SM9		£54,733	£55,171
SM10		£56,106	£56,555
SM11		£57,483	£57,943
SM12		£58,863	£59,334
SM13		£60,240	£60,721
SM14		£61,616	£62,109
SM15		£62,991	£63,495
SM16		£64,368	£64,883
SM17		£65,745	£66,271
SM18		£67,125	£67,662
SM19		£68,500	£69,048
SM20		£69,876	£70,435
SM21		£71,250	£71,820
SM22		£72,626	£73,207
SM23		£74,000	£74,592
SM24		£75,375	£75,978
SM25		£76,750	£77,364
SM26		£78,126	£78,751
SM27		£79,501	£80,137
SM28		£80,876	£81,523
SM29		£82,250	£82,908
SM30		£83,625	£84,294
SM31		£85,001	£85,681

Senior Manager posts to be placed on 3 point spread.

ALLOWANCES	1 April 2020	1 April 2021
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Cars		
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Essential User Lump Sum	£1,403	£1,414
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	£17.12	£17.26
5 - 10 hours outwith area	£10.48	£10.56

First Aid		
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Annual Sum	£474	£478
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Distant Islands Allowance		
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Annual Sum	£2,080	£2,096
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Prescribed spectacles		
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Payment towards cost	£94.47	£95.22
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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 2020	SALARY 1 April 2021
1			
2	1	£14,725	£14,843
3	1	£15,728	£15,854
4	2	£16,730	£16,864
5	2	£17,615	£17,756
6	2	£18,496	£18,644
7	2	£19,386	£19,541
8	2	£20,267	£20,429
9	2 & 3	£21,154	£21,323
10	2 & 3	£22,074	£22,250
11	3	£22,997	£23,181
12	3	£23,921	£24,112
13	3	£24,845	£25,044
14	3 & 4	£25,767	£25,973
15	3 & 4	£26,686	£26,899
16	4	£27,612	£27,832
17	4	£28,537	£28,766
18	4	£29,459	£29,695
19	4	£30,382	£30,625
20	4 & 5	£31,198	£31,448
21	5	£32,292	£32,551
22	5	£33,375	£33,642
23	5	£34,468	£34,744
24	5	£35,563	£35,847
25	5	£36,649	£36,942
26	6	£37,733	£38,035
27	6	£38,820	£39,131
28	6	£39,915	£40,234
29	6	£41,005	£41,333
30	6	£42,094	£42,430
31	6	£43,184	£43,529
32	7 & 8	£44,274	£44,628
33	7 & 8	£45,367	£45,730
34	7 & 8	£46,454	£46,826
35	7 & 8	£47,832	£48,215
36	7 & 8	£49,215	£49,608
37	7 & 8	£50,593	£50,998
38	7 & 8	£51,975	£52,391
39	7 & 8	£53,355	£53,781
40	7 & 8	£54,734	£55,172
41	7 & 8	£56,105	£56,554
42	7 & 8	£57,483	£57,943
43	7 & 8	£58,863	£59,334
44	7 & 8	£60,240	£60,721
45	7 & 8	£61,616	£62,109
46	7 & 8	£62,990	£63,494
47	7 & 8	£64,368	£64,883
48	7 & 8	£65,745	£66,271
49	7 & 8	£67,125	£67,662
50	7 & 8	£68,500	£69,048
51	7 & 8	£69,875	£70,434