



supporting
social
employers

SALARIES AND ALLOWANCES FROM 1 APRIL 2022

SALARIES

Professional & Administrative Grades

POINT	GRADE	SALARY	
		1 April 2021	1 April 2022
PA1	1	£17,336	£18,066
PA2	1	£17,336	£18,066
PA3	2	£17,336	£18,066
PA4	2	£17,336	£18,066
PA5	3	£17,756	£18,484
PA6	3	£18,644	£19,408
PA7	3	£19,542	£20,344
PA8	3	£20,429	£21,266
PA9	4	£21,323	£22,197
PA10	4	£22,250	£23,162
PA11	4	£23,181	£24,131
PA12	4	£24,112	£25,101
PA13	5	£25,044	£26,071
PA14	5	£25,973	£27,038
PA15	5	£26,899	£28,002
PA16	5	£27,832	£28,974
PA17	6	£28,766	£29,946
PA18	6	£29,695	£30,912
PA19	6	£30,625	£31,880
PA20	6	£31,448	£32,737
PA21	Unallocated		
PA22	7	£33,642	£35,022
PA23	7	£34,744	£36,169
PA24	7	£35,846	£37,316
PA25	7	£36,941	£38,456
PA26	Unallocated		
PA27	Unallocated		
PA28	8	£40,234	£41,884
PA29	8	£41,332	£43,027
PA30	8	£42,431	£44,171
PA31	8	£43,530	£45,315

Technical & Support Grades

POINT	GRADE	SALARY 1 April 2021	SALARY 1 April 2022
TAS1	1	£17,336	£18,066
TAS1	1	£17,336	£18,066
TAS2	2	£18,644	£19,408
TAS2	2	£19,542	£20,344
TAS3	3	£21,323	£22,197
TAS3	3	£22,250	£23,162
TAS4	4	£24,112	£25,101
TAS4	4	£25,044	£26,071
TAS5	5	£25,973	£27,038
TAS5	5	£26,899	£28,002
TAS6	6	£28,766	£29,946
TAS6	6	£29,695	£30,912

Senior Management Grades 9 & 10

POINT	GRADE	SALARY 1 April 2021	SALARY 1 April 2022
SM1		£44,628	£46,458
SM2		£45,730	£47,605
SM3		£46,826	£48,746
SM4		£48,215	£50,192
SM5		£49,608	£51,642
SM6		£50,998	£53,089
SM7		£52,391	£54,539
SM8		£53,781	£55,986
SM9		£55,171	£57,433
SM10		£56,555	£58,874
SM11		£57,943	£60,319
SM12		£59,334	£61,766
SM13		£60,721	£63,211
SM14		£62,109	£64,656
SM15		£63,495	£66,098
SM16		£64,883	£67,543
SM17		£66,271	£68,988
SM18		£67,662	£70,436
SM19		£69,048	£71,879
SM20		£70,435	£73,322
SM21		£71,820	£74,765
SM22		£73,207	£76,208
SM23		£74,592	£77,650
SM24		£75,978	£79,093
SM25		£77,364	£80,536
SM26		£78,751	£81,979
SM27		£80,137	£83,422
SM28		£81,523	£84,866
SM29		£82,908	£86,307
SM30		£84,294	£87,750
SM31		£85,681	£89,194

Senior Manager posts to be placed on 3 point spread.

ALLOWANCES

1 April 2021 1 April 2022

Cars

Essential User Lump Sum	£1,414	£1,472
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	£17.26	£17.97
5 - 10 hours outwith area	£10.56	£11.00

First Aid

Annual Sum	£478	£497
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Distant Islands Allowance

Annual Sum	£2,096	£2,182
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Prescribed spectacles

Payment towards cost	£95.22	£99.13
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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 2021	1 April 2022
1			
2	1	£14,843	£15,452
3	1	£15,854	£16,504
4	2	£16,864	£17,555
5	2	£17,756	£18,484
6	2	£18,644	£19,408
7	2	£19,541	£20,343
8	2	£20,429	£21,267
9	2 & 3	£21,323	£22,197
10	2 & 3	£22,250	£23,163
11	3	£23,181	£24,131
12	3	£24,112	£25,101
13	3	£25,044	£26,071
14	3 & 4	£25,973	£27,038
15	3 & 4	£26,899	£28,002
16	4	£27,832	£28,974
17	4	£28,766	£29,945
18	4	£29,695	£30,912
19	4	£30,625	£31,880
20	4 & 5	£31,448	£32,737
21	5	£32,551	£33,885
22	5	£33,642	£35,022
23	5	£34,744	£36,169
24	5	£35,847	£37,317
25	5	£36,942	£38,456
26	6	£38,035	£39,594
27	6	£39,131	£40,735
28	6	£40,234	£41,884
29	6	£41,333	£43,027
30	6	£42,430	£44,170
31	6	£43,529	£45,314
32	7 & 8	£44,628	£46,458
33	7 & 8	£45,730	£47,605
34	7 & 8	£46,826	£48,746
35	7 & 8	£48,215	£50,192
36	7 & 8	£49,608	£51,642
37	7 & 8	£50,998	£53,088
38	7 & 8	£52,391	£54,539
39	7 & 8	£53,781	£55,986
40	7 & 8	£55,172	£57,434
41	7 & 8	£56,554	£58,873
42	7 & 8	£57,943	£60,319
43	7 & 8	£59,334	£61,766
44	7 & 8	£60,721	£63,211
45	7 & 8	£62,109	£64,656
46	7 & 8	£63,494	£66,097
47	7 & 8	£64,883	£67,543
48	7 & 8	£66,271	£68,988
49	7 & 8	£67,662	£70,436
50	7 & 8	£69,048	£71,879
51	7 & 8	£70,434	£73,322