



supporting
social
employers

SALARIES AND ALLOWANCES FROM 1 APRIL 2026

SALARIES

Professional & Administrative Grades

POINT	GRADE	SALARY 1 April 2025	SALARY 1 April 2026
PA1	1	£22,994	£24,545
PA2	1	£22,994	£24,545
PA3	2	£22,994	£24,545
PA4	2	£22,994	£24,545
PA5	3	£22,994	£24,545
PA6	3	£22,994	£24,545
PA7	3	£23,854	£25,070
PA8	3	£24,675	£25,933
PA9	4	£25,755	£27,068
PA10	4	£26,874	£28,245
PA11	4	£27,999	£29,427
PA12	4	£29,124	£30,610
PA13	5	£30,250	£31,792
PA14	5	£31,372	£32,972
PA15	5	£32,490	£34,147
PA16	5	£33,617	£35,332
PA17	6	£34,745	£36,517
PA18	6	£35,866	£37,696
PA19	6	£36,990	£38,877
PA20	6	£37,984	£39,921
PA21	Unallocated		
PA22	7	£40,635	£42,707
PA23	7	£41,966	£44,106
PA24	7	£43,297	£45,505
PA25	7	£44,619	£46,895
PA26	Unallocated		
PA27	Unallocated		
PA28	8	£48,597	£51,075
PA29	8	£49,923	£52,469
PA30	8	£51,250	£53,864
PA31	8	£52,578	£55,259

Technical & Support Grades

POINT	GRADE	SALARY 1 April 2025	SALARY 1 April 2026
TAS1	1	£22,994	£24,545
TAS1	1	£22,994	£24,545
TAS2	2	£22,994	£24,545
TAS2	2	£23,604	£24,808
TAS3	3	£25,755	£27,068
TAS3	3	£26,874	£28,245
TAS4	4	£29,124	£30,610
TAS4	4	£30,250	£31,792
TAS5	5	£31,372	£32,972
TAS5	5	£32,490	£34,147
TAS6	6	£34,745	£36,517
TAS6	6	£35,866	£37,696

Senior Management Grades 9 & 10

POINT	GRADE	SALARY 1 April 2025	SALARY 1 April 2026
SM1		£53,904	£56,653
SM2		£55,235	£58,052
SM3		£56,558	£59,443
SM4		£58,236	£61,206
SM5		£59,919	£62,974
SM6		£61,598	£64,739
SM7		£63,280	£66,507
SM8		£64,959	£68,272
SM9		£66,638	£70,037
SM10		£68,310	£71,794
SM11		£69,987	£73,556
SM12		£71,666	£75,321
SM13		£73,342	£77,083
SM14		£75,018	£78,844
SM15		£76,692	£80,603
SM16		£78,369	£82,366
SM17		£80,045	£84,128
SM18		£81,725	£85,893
SM19		£83,399	£87,653
SM20		£85,074	£89,413
SM21		£86,748	£91,172
SM22		£88,423	£92,932
SM23		£90,095	£94,690
SM24		£91,770	£96,450
SM25		£93,444	£98,210
SM26		£95,119	£99,970
SM27		£96,793	£101,730
SM28		£98,468	£103,489
SM29		£100,140	£105,247
SM30		£101,815	£107,007
SM31		£103,489	£108,767

Senior Manager posts to be placed on 3 point spread.

ALLOWANCES	1 April 2025	1 April 2026
Cars		
Essential User Lump Sum	£1,708	£1,795
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	£20.85	£21.91
5 - 10 hours outwith area	£12.76	£13.41
First Aid (including Mental Health First Aiders)		
Annual Sum	£577	£606
Distant Islands Allowance		
Annual Sum	£2,532	£2,661
Prescribed spectacles		
Payment towards cost	£115.02	£120.88
RETIRAL/LONG SERVICE AWARD SCHEME		
Contribution to Retirement / Leaving gift to mark long service		
5 - 10 years service	£116	£122
10 - 15 years service	£145	£152
15 - 20 years service	£203	£213
20 years+ service	£261	£274