



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 | £23,604 | £24,808 |
| 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 |