**SALARIES AND ALLOWANCES FROM 1 APRIL 2019**

**SALARIES**

**Professional & Administrative Grades**

| POINT | GRADE | SALARY 1 April 2018 | SALARY 1 April 2019 |
|---|---|---|---|
| PA1 | 1 | £15,968 | £16,421 |
| PA2 | 1 | £15,968 | £16,421 |
| PA3 | 2 | £15,968 | £16,421 |
| PA4 | 2 | £16,097 | £16,467 |
| PA5 | 3 | £16,948 | £17,338 |
| PA6 | 3 | £17,795 | £18,204 |
| PA7 | 3 | £18,653 | £19,082 |
| PA8 | 3 | £19,499 | £19,947 |
| PA9 | 4 | £20,352 | £20,821 |
| PA10 | 4 | £21,237 | £21,725 |
| PA11 | 4 | £22,126 | £22,635 |
| PA12 | 4 | £23,015 | £23,544 |
| PA13 | 5 | £23,904 | £24,454 |
| PA14 | 5 | £24,791 | £25,361 |
| PA15 | 5 | £25,675 | £26,266 |
| PA16 | 5 | £26,566 | £27,177 |
| PA17 | 6 | £27,457 | £28,089 |
| PA18 | 6 | £28,343 | £28,995 |
| PA19 | 6 | £29,231 | £29,903 |
| PA20 | 6 | £30,016 | £30,707 |
| PA21 | Unallocated | | |
| PA22 | 7 | £32,111 | £32,850 |
| PA23 | 7 | £33,163 | £33,926 |
| PA24 | 7 | £34,215 | £35,002 |
| PA25 | 7 | £35,260 | £36,071 |
| PA26 | Unallocated | | |
| PA27 | Unallocated | | |
| PA28 | 8 | £38,403 | £39,286 |
| PA29 | 8 | £39,451 | £40,358 |
| PA30 | 8 | £40,500 | £41,432 |
| PA31 | 8 | £41,549 | £42,505 |

**Technical & Support Grades**

| POINT | GRADE | SALARY 1 April 2018 | SALARY 1 Apil 2019 |
|---|---|---|---|
| TAS1 | 1 | £15,968 | £16,421 |
| TAS1 | 1 | £16,097 | £16,467 |
| | | | |
| TAS2 | 2 | £17,795 | £18,204 |
| TAS2 | 2 | £18,653 | £19,082 |
| | | | |
| TAS3 | 3 | £20,352 | £20,821 |
| TAS3 | 3 | £21,237 | £21,725 |
| | | | |
| TAS4 | 4 | £23,015 | £23,544 |
| TAS4 | 4 | £23,904 | £24,454 |
| | | | |
| TAS5 | 5 | £24,791 | £25,361 |
| TAS5 | 5 | £25,675 | £26,266 |
| | | | |
| TAS6 | 6 | £27,457 | £28,089 |
| TAS6 | 6 | £28,343 | £28,995 |

**Senior Management Grades 9 & 10**

| POINT | GRADE | SALARY 1 April 2018 | SALARY 1 April 2019 |
|---|---|---|---|
| SM1 | | £42,597 | £43,577 |
| SM2 | | £43,649 | £44,652 |
| SM3 | | £44,695 | £45,723 |
| SM4 | | £46,021 | £47,079 |
| SM5 | | £47,350 | £48,439 |
| SM6 | | £48,677 | £49,797 |
| SM7 | | £50,006 | £51,157 |
| SM8 | | £51,333 | £52,514 |
| SM9 | | £52,660 | £53,871 |
| SM10 | | £53,981 | £55,223 |
| SM11 | | £55,306 | £56,578 |
| SM12 | | £56,633 | £57,936 |
| SM13 | | £57,958 | £59,291 |
| SM14 | | £59,282 | £60,646 |
| SM15 | | £60,605 | £61,999 |
| SM16 | | £61,930 | £63,355 |
| SM17 | | £63,255 | £64,710 |
| SM18 | | £64,582 | £66,067 |
| SM19 | | £65,905 | £67,421 |
| SM20 | | £67,229 | £68,775 |
| SM21 | | £68,552 | £70,128 |
| SM22 | | £69,875 | £71,482 |
| SM23 | | £71,197 | £72,834 |
| SM24 | | £72,520 | £74,188 |
| SM25 | | £73,843 | £75,542 |
| SM26 | | £75,166 | £76,895 |
| SM27 | | £76,490 | £78,249 |
| SM28 | | £77,813 | £79,603 |
| SM29 | | £79,135 | £80,955 |
| SM30 | | £80,458 | £82,308 |
| SM31 | | £81,781 | £83,662 |

Senior Manager posts to be placed on 3 point spread.

| **ALLOWANCES** | 1 April 2018 | 1 April 2019 |
|---|---|---|
| **Cars** | | |
| Essential User Lump Sum | £1,350 | £1,381 |
| 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 | £16.48 | £16.85 |
| 5 - 10 hours outwith area | £10.08 | £10.31 |
| **First Aid** | | |
| Annual Sum | £456 | £466 |
| **Distant Islands Allowance** | | |
| Annual Sum | £2,001 | £2,047 |
| **Prescribed spectacles** | | |
| Payment towards cost | £90.89 | £92.98 |

**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 2018 | SALARY 1 April 2019 |
|---|---|---|---|
| 1 | | | |
| 2 | 1 | £14,167 | £14,493 |
| 3 | 1 | £15,133 | £15,481 |
| 4 | 2 | £16,096 | £16,466 |
| 5 | 2 | £16,948 | £17,338 |
| 6 | 2 | £17,795 | £18,204 |
| 7 | 2 | £18,652 | £19,081 |
| 8 | 2 | £19,500 | £19,948 |
| 9 | 2 & 3 | £20,352 | £20,821 |
| 10 | 2 & 3 | £21,238 | £21,726 |
| 11 | 3 | £22,126 | £22,635 |
| 12 | 3 | £23,015 | £23,544 |
| 13 | 3 | £23,904 | £24,454 |
| 14 | 3 & 4 | £24,791 | £25,361 |
| 15 | 3 & 4 | £25,675 | £26,266 |
| 16 | 4 | £26,566 | £27,177 |
| 17 | 4 | £27,456 | £28,088 |
| 18 | 4 | £28,343 | £28,995 |
| 19 | 4 | £29,231 | £29,903 |
| 20 | 4 & 5 | £30,016 | £30,707 |
| 21 | 5 | £31,069 | £31,784 |
| 22 | 5 | £32,111 | £32,850 |
| 23 | 5 | £33,163 | £33,926 |
| 24 | 5 | £34,216 | £35,003 |
| 25 | 5 | £35,261 | £36,072 |
| 26 | 6 | £36,304 | £37,139 |
| 27 | 6 | £37,350 | £38,209 |
| 28 | 6 | £38,403 | £39,286 |
| 29 | 6 | £39,451 | £40,359 |
| 30 | 6 | £40,499 | £41,431 |
| 31 | 6 | £41,548 | £42,504 |
| 32 | 7 & 8 | £42,597 | £43,577 |
| 33 | 7 & 8 | £43,649 | £44,652 |
| 34 | 7 & 8 | £44,695 | £45,723 |
| 35 | 7 & 8 | £46,021 | £47,079 |
| 36 | 7 & 8 | £47,351 | £48,440 |
| 37 | 7 & 8 | £48,676 | £49,796 |
| 38 | 7 & 8 | £50,006 | £51,157 |
| 39 | 7 & 8 | £51,334 | £52,514 |
| 40 | 7 & 8 | £52,661 | £53,872 |
| 41 | 7 & 8 | £53,980 | £55,222 |
| 42 | 7 & 8 | £55,306 | £56,578 |
| 43 | 7 & 8 | £56,633 | £57,936 |
| 44 | 7 & 8 | £57,958 | £59,291 |
| 45 | 7 & 8 | £59,282 | £60,646 |
| 46 | 7 & 8 | £60,604 | £61,998 |
| 47 | 7 & 8 | £61,930 | £63,355 |
| 48 | 7 & 8 | £63,255 | £64,710 |
| 49 | 7 & 8 | £64,582 | £66,067 |
| 50 | 7 & 8 | £65,905 | £67,421 |
| 51 | 7 & 8 | £67,228 | £68,775 |