

Scottish Government Main pay ranges 2023 to 2025

Pay ranges 1 April 2023

From 1 April 2023, the following pay range applies.

Scottish Government Main pay scales

Pay step	A3	A4	B1	B2	B3	BF	C1	C2	C3
Max-3			30,558	35,196	43,725	34,490	54,973	71,967	
Max-2	23,292	26,999	30,920	36,462	44,998	37,742	57,611	74,470	83,328
Max-1	24,502	27,925	31,962	38,147	47,133	39,917	61,792	77,703	84,268
Max	26,133	29,122	33,539	40,246	52,353	42,634	68,540	83,065	84,456

Pay ranges 1 January 2024

From 1 January 2024, the following pay range will apply:

Scottish Government Main pay scales

Pay step	A3	A4	B1	B2	B3	BF	C1	C2	C3
Max-3			31,140	35,867	44,557	35,147	56,020	72,310	
Max-2	23,735	27,513	31,509	37,156	45,855	38,461	58,708	74,824	83,725
Max-1	24,969	28,457	32,571	38,874	48,031	40,678	62,969	78,073	84,670
Max	26,631	29,677	34,177	41,013	53,351	43,446	69,846	83,460	84,858

Pay ranges 1 April 2024

From 1 April 2024, the following pay range will apply:

Scottish Government Main pay scales

Pay step	A3	A4	B1	B2	B3	BF	C1	C2	C3
Max-3				36,585	45,449	35,850	57,141	73,757	
Max-2	25,235	29,013	32,140	37,900	46,773	39,231	59,883	76,321	85,400
Max-1	26,469	29,957	33,223	39,652	48,992	41,492	64,229	79,635	86,364
Max	28,131	31,177	34,861	41,834	54,419	44,315	71,243	85,130	86,556

Pay ranges 1 January 2025

From 1 January 2025, the following pay range will apply:

Scottish Government Main pay scales

Pay step	A3	A4	B1	B2	B3	BF	C1	C2	C3
Max-3				36,944	45,894	36,202	57,701	74,480	
Max-2	25,235	29,013	32,455	38,271	47,231	39,615	60,470	77,069	86,237
Max-1	26,469	29,957	33,549	40,041	49,472	41,899	64,859	80,416	87,211
Max	28,131	31,177	35,203	42,244	54,952	44,750	71,942	85,964	87,404

Scottish Government Marine pay ranges 2023 to 2025

Pay ranges 1 April 2023

From 1 April 2023, the following pay range applies.

Scottish Government Marine pay scales

	1A/MM	PO (D/MM)	Cook	Chief Steward/ CPO	3rd Engineer/ 2nd Officer	2nd Engineer (2ENG)/ 1st Officer Safety
Max-3					44,375	48,841
Max-2	33,758	38,061	36,157	40,291	45,406	50,119
Max-1	35,556	38,642	37,850	40,962	46,439	51,396
Max	37,351	39,220	39,540	41,633	47,469	52,672

	2nd Engineer (Chief)/1st Officer (Exec)	Chief Engineer/Safety Super	Commanding Officer	Engineer Super	Marine Super
Max-3	53,699	65,737	70,247	77,384	82,463
Max-2	56,132	68,162	73,052	79,198	83,952
Max-1	58,565	70,588	75,857	81,010	85,441
Max	60,997	73,012	78,661	82,821	86,930

Pay ranges 1 January 2024

From 1 January 2024, the following pay range will apply.

Scottish Government Marine pay scales

	1A/MM	PO (D/MM)	Cook	Chief Steward/ CPO	3rd Engineer/ 2nd Officer	2nd Engineer (2ENG)/ 1st Officer Safety
Max-3					45,220	49,772
Max-2	34,401	38,786	36,846	41,059	46,271	51,074
Max-1	36,233	39,378	38,571	41,742	47,323	52,375
Max	38,063	39,967	40,293	42,426	48,373	53,675

	2nd Engineer (Chief)/1st Officer (Exec)	Chief Engineer/Safety Super	Commanding Officer	Engineer Super	Marine Super
Max-3	54,721	66,989	71,585	78,858	84,034
Max-2	57,202	69,461	74,444	80,706	85,551
Max-1	59,681	71,932	77,302	82,553	87,069
Max	62,159	74,403	80,160	84,399	88,586

Pay ranges 1 April 2024

From 1 April 2024, the following pay range will apply:

Scottish Government Marine pay scales

	1A/MM	PO (D/MM)	Cook	Chief Steward/ CPO	3rd Engineer/ 2nd Officer	2nd Engineer (2ENG)/ 1st Officer Safety
Max-3					46,125	50,768
Max-2	35,090	39,562	37,583	41,881	47,197	52,096
Max-1	36,958	40,166	39,343	42,577	48,270	53,423
Max	38,825	40,767	41,099	43,275	49,341	54,749

	2nd Engineer (Chief)/1st Officer (Exec)	Chief Engineer/Safety Super	Commanding Officer	Engineer Super	Marine Super
Max-3	55,816	68,329	73,017	80,436	85,715
Max-2	58,347	70,851	75,933	82,321	87,263
Max-1	60,875	73,371	78,849	84,205	88,811
Max	63,403	75,892	81,764	86,087	90,358

Pay ranges 1 January 2025

From 1 January 2025, the following pay range will apply:

Scottish Government Marine pay scales

	1A/MM	PO (D/MM)	Cook	Chief Steward/ CPO	3rd Engineer/ 2nd Officer	2nd Engineer (2ENG)/ 1st Officer Safety
Max-3					46,577	51,266
Max-2	35,434	39,950	37,952	42,291	47,660	52,607
Max-1	37,320	40,560	39,729	42,995	48,743	53,947
Max	39,205	41,167	41,502	43,699	49,825	55,286

	2nd Engineer (Chief)/1st Officer (Exec)	Chief Engineer/Safety Super	Commanding Officer	Engineer Super	Marine Super
Max-3	56,363	68,999	73,733	81,224	86,556
Max-2	58,919	71,545	76,678	83,128	88,118
Max-1	61,472	74,090	79,622	85,030	89,682
Max	64,024	76,636	82,565	86,931	91,244