

THE HIGHLAND COUNCIL
PAY AND GRADE STRUCTURE
2016/17

*The Highland Council applies the Scottish Living Wage of £8.33 per hour to these spinal points

HC Spinal Points and Grades		Hourly Rate	Annual Salary (35 Hrs)	Annual Salary (37 Hrs)
1	HC1			
2				
3				
4*		£7.20	£ 13,104	£ 13,853
5*	HC2	£7.28	£ 13,250	£ 14,007
6*		£7.48	£ 13,614	£ 14,392
7*		£7.72	£ 14,050	£ 14,853
8*		£7.96	£ 14,487	£ 15,315
9*	HC3	£8.20	£ 14,924	£ 15,777
10		£8.44	£ 15,361	£ 16,239
11		£8.69	£ 15,816	£ 16,720
12		£8.97	£ 16,325	£ 17,258
13		£9.24	£ 16,817	£ 17,778
14	HC4	£9.37	£ 17,053	£ 18,028
15		£9.65	£ 17,563	£ 18,567
16		£9.96	£ 18,127	£ 19,163
17		£10.22	£ 18,600	£ 19,663
18		£10.55	£ 19,201	£ 20,298
19	HC5	£10.73	£ 19,529	£ 20,645
20		£11.05	£ 20,111	£ 21,260
21		£11.37	£ 20,693	£ 21,876
22		£11.72	£ 21,330	£ 22,549
23		£12.10	£ 22,022	£ 23,280
24	HC6	£12.25	£ 22,295	£ 23,569
25		£12.61	£ 22,950	£ 24,262
26		£13.01	£ 23,678	£ 25,031
27		£13.40	£ 24,388	£ 25,782
28		£13.80	£ 25,116	£ 26,551
29	HC7	£14.00	£ 25,480	£ 26,936
30		£14.42	£ 26,244	£ 27,744
31		£14.86	£ 27,045	£ 28,591
32		£15.33	£ 27,901	£ 29,495
33		£15.80	£ 28,756	£ 30,399
34	HC8	£15.99	£ 29,102	£ 30,765
35		£16.50	£ 30,030	£ 31,746
36		£16.99	£ 30,922	£ 32,689
37		£17.52	£ 31,886	£ 33,708
38	HC9	£18.04	£ 32,833	£ 34,709
39		£18.58	£ 33,816	£ 35,748
40		£19.16	£ 34,871	£ 36,864
41		£19.72	£ 35,890	£ 37,941
42	HC10	£20.34	£ 37,019	£ 39,134
43		£20.95	£ 38,129	£ 40,308
44		£21.56	£ 39,239	£ 41,481
45		£22.24	£ 40,477	£ 42,790
46	HC11	£22.89	£ 41,660	£ 44,040
47		£23.61	£ 42,970	£ 45,426
48		£24.30	£ 44,226	£ 46,753
49		£25.04	£ 45,573	£ 48,177
50	HC12	£25.82	£ 46,992	£ 49,678
51		£26.57	£ 48,357	£ 51,121
52		£27.36	£ 49,795	£ 52,641
53		£28.18	£ 51,288	£ 54,218
54	HC13	£29.04	£ 52,853	£ 55,873
55		£29.93	£ 54,473	£ 57,585
56		£30.84	£ 56,129	£ 59,336
57		£31.79	£ 57,858	£ 61,164
58	HC14	£33.24	£ 60,497	£ 63,954
59		£34.22	£ 62,280	£ 65,839
60		£35.28	£ 64,210	£ 67,879
61		£36.33	£ 66,121	£ 69,899
62	HC15	£37.99	£ 69,142	£ 73,093
63		£39.14	£ 71,235	£ 75,305
64		£40.31	£ 73,364	£ 77,556
65		£41.53	£ 75,585	£ 79,904