

THE HIGHLAND COUNCIL
PAY AND GRADE STRUCTURE
2015/16

HC Spinal Points and Grades		Hourly Rate	Annual Salary (35 Hrs)	Annual Salary (37 Hrs)
1	HC1			
2				
3		£6.80	12,376	13,083
4		£6.99	12,722	13,449
5	HC2	£7.21	13,122	13,872
6		£7.41	13,486	14,257
7		£7.64	13,905	14,699
8		£7.88	14,342	15,161
9	HC3	£8.12	14,778	15,623
10		£8.36	15,215	16,085
11		£8.60	15,652	16,546
12		£8.88	16,162	17,085
13		£9.15	16,653	17,605
14	HC4	£9.28	16,890	17,855
15		£9.55	17,381	18,374
16		£9.86	17,945	18,971
17		£10.12	18,418	19,471
18		£10.45	19,019	20,106
19	HC5	£10.62	19,328	20,433
20		£10.94	19,911	21,049
21		£11.26	20,493	21,664
22		£11.60	21,112	22,318
23		£11.98	21,804	23,050
24	HC6	£12.13	22,077	23,338
25		£12.49	22,732	24,031
26		£12.88	23,442	24,781
27		£13.27	24,151	25,531
28		£13.66	24,861	26,282
29	HC7	£13.86	25,225	26,667
30		£14.28	25,990	27,475
31		£14.71	26,772	28,302
32		£15.18	27,628	29,206
33		£15.64	28,465	30,091
34	HC8	£15.83	28,811	30,457
35		£16.34	29,739	31,438
36		£16.82	30,612	32,362
37		£17.35	31,577	33,381
38	HC9	£17.86	32,505	34,363
39		£18.40	33,488	35,402
40		£18.97	34,525	36,498
41		£19.52	35,526	37,556
42	HC10	£20.14	36,655	38,749
43		£20.74	37,747	39,904
44		£21.35	38,857	41,077
45		£22.02	40,076	42,366
46	HC11	£22.66	41,241	43,598
47		£23.38	42,552	44,983
48		£24.06	43,789	46,291
49		£24.79	45,118	47,696
50	HC12	£25.56	46,519	49,177
51		£26.31	47,884	50,620
52		£27.09	49,304	52,121
53		£27.90	50,778	53,680
54	HC13	£28.75	52,325	55,315
55		£29.63	53,927	57,008
56		£30.53	55,565	58,740
57		£31.48	57,294	60,568
58	HC14	£32.91	59,896	63,319
59		£33.88	61,662	65,185
60		£34.93	63,573	67,205
61		£35.97	65,465	69,206
62	HC15	£37.61	68,450	72,362
63		£38.75	70,525	74,555
64		£39.91	72,636	76,787
65		£41.12	74,838	79,115