

THE HIGHLAND COUNCIL
PAY AND GRADE STRUCTURE
2017/18

*The Highland Council applies the Scottish Local Government Living Wage of £8.51 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*			£7.50	£13,650
5*	HC2	£7.50	£13,650	£14,430
6*		£7.66	£13,941	£14,738
7*		£7.90	£14,378	£15,200
8*		£8.14	£14,815	£15,661
9*	HC3	£8.38	£15,252	£16,123
10		£8.62	£15,688	£16,585
11		£8.87	£16,143	£17,066
12		£9.15	£16,653	£17,605
13	HC4	£9.42	£17,144	£18,124
14		£9.55	£17,381	£18,374
15		£9.83	£17,891	£18,913
16		£10.14	£18,455	£19,509
17	HC5	£10.40	£18,928	£20,010
18		£10.73	£19,529	£20,645
19		£10.91	£19,856	£20,991
20		£11.23	£20,439	£21,607
21	HC6	£11.55	£21,021	£22,222
22		£11.90	£21,658	£22,896
23		£12.28	£22,350	£23,627
24		£12.43	£22,623	£23,915
25	HC7	£12.79	£23,278	£24,608
26		£13.19	£24,006	£25,378
27		£13.58	£24,716	£26,128
28		£13.98	£25,444	£26,898
29	HC8	£14.18	£25,808	£27,282
30		£14.60	£26,572	£28,090
31		£15.04	£27,373	£28,937
32		£15.51	£28,228	£29,841
33	HC9	£15.98	£29,084	£30,746
34		£16.17	£29,429	£31,111
35		£16.68	£30,358	£32,092
36		£17.17	£31,249	£33,035
37	HC10	£17.70	£32,214	£34,055
38		£18.22	£33,160	£35,055
39		£18.77	£34,161	£36,113
40		£19.35	£35,217	£37,229
41	HC11	£19.92	£36,254	£38,326
42		£20.54	£37,383	£39,519
43		£21.16	£38,511	£40,712
44		£21.78	£39,640	£41,905
45	HC12	£22.46	£40,877	£43,213
46		£23.12	£42,078	£44,483
47		£23.85	£43,407	£45,887
48		£24.54	£44,663	£47,215
49	HC13	£25.29	£46,028	£48,658
50		£26.08	£47,466	£50,178
51		£26.84	£48,849	£51,640
52		£27.63	£50,287	£53,160
53	HC14	£28.46	£51,797	£54,757
54		£29.33	£53,381	£56,431
55		£30.23	£55,019	£58,163
56		£31.15	£56,693	£59,933
57	HC15	£32.11	£58,440	£61,780
58		£33.57	£61,097	£64,589
59		£34.56	£62,899	£66,493
60		£35.63	£64,847	£68,552
61		£36.69	£66,776	£70,592
62		£38.37	£69,833	£73,824
63		£39.53	£71,945	£76,056
64		£40.71	£74,098	£78,332
65		£41.95	£76,340	£80,703