

THE HIGHLAND COUNCIL
PAY AND GRADE STRUCTURE
2018/19

*The Highland Council applies the Scottish Local Government Living Wage of £8.81 per hour to these spinal points from 01/04/2018

					Job Family									
HC Spinal Points and Grades	Hourly Rate	Annual Salary (35 Hrs)	Annual Salary (37 Hrs)	Hourly rate * 1825 (35*52.143)	Technical & Practical	Personal Care	Business Support	Community	Professional & Specialist	Management				
1	HC1				Technical & Practical 1									
2														
3														
4*		£8.81	£16,034.20	£16,950.44		£16,078.25								
5*	HC2	£8.81	£16,034.20	£16,950.44	Technical & Practical 2	Personal Care 1	Business Support 1							
6*		£8.81	£16,034.20	£16,950.44				£16,078.25						
7*		£8.81	£16,034.20	£16,950.44				£16,078.25						
8*		£8.81	£16,034.20	£16,950.44				£16,078.25						
9*	HC3	£8.81	£16,034.20	£16,950.44	Technical & Practical 3	Personal Care 2	Business Support 2	Community 1						
10		£8.92	£16,234.40	£17,162.08					£16,279.00					
11		£9.18	£16,707.60	£17,662.32					£16,753.50					
12		£9.47	£17,235.40	£18,220.28					£17,282.75					
13		£9.75	£17,745.00	£18,759.00					£17,793.75					
14	HC4	£9.88	£17,981.60	£19,009.12	Technical & Practical 4	Personal Care 3	Business Support 3	Community 2						
15		£10.17	£18,509.40	£19,567.08					£18,560.25					
16		£10.49	£19,091.80	£20,182.76					£19,144.25					
17		£10.76	£19,583.20	£20,702.24					£19,637.00					
18		£11.11	£20,220.20	£21,375.64					£20,275.75					
19	HC5	£11.29	£20,547.80	£21,721.96	Technical & Practical 5	Personal Care 4	Business Support 4	Community 3						
20		£11.62	£21,148.40	£22,356.88					£21,206.50					
21		£11.95	£21,749.00	£22,991.80					£21,808.75					
22		£12.32	£22,422.40	£23,703.68					£22,484.00					
23		£12.71	£23,132.20	£24,454.04					£23,195.75					
24	HC6	£12.87	£23,423.40	£24,761.88	Technical & Practical 6	Personal Care 5	Business Support 5	Community 4	Professional & Specialist 1					
25		£13.24	£24,096.80	£25,473.76						£24,163.00				
26		£13.65	£24,843.00	£26,262.60						£24,911.25				
27		£14.06	£25,589.20	£27,051.44						£25,659.50				
28		£14.47	£26,335.40	£27,840.28						£26,407.75				
29	HC7	£14.68	£26,717.60	£28,244.32	Technical & Practical 7	Personal Care 6	Business Support 6	Community 5	Professional & Specialist 2					
30		£15.11	£27,500.20	£29,071.64						£27,575.75				
31		£15.57	£28,337.40	£29,956.68						£28,415.25				
32		£16.05	£29,211.00	£30,880.20						£29,291.25				
33		£16.54	£30,102.80	£31,822.96						£30,185.50				
34	HC8	£16.74	£30,466.80	£32,207.76	Technical & Practical 8		Business Support 7	Community 6	Professional & Specialist 3					
35		£17.26	£31,413.20	£33,208.24						£31,499.50				
36		£17.77	£32,341.40	£34,189.48						£32,430.25				
37		£18.32	£33,342.40	£35,247.68						£33,434.00				
38	HC9	£18.86	£34,325.20	£36,286.64					Professional & Specialist 4	Management 1				
39		£19.43	£35,362.60	£37,383.32							£35,459.75			
40		£20.03	£36,454.60	£38,537.72							£36,554.75			
41		£20.62	£37,528.40	£39,672.88							£37,631.50			
42	HC10	£21.26	£38,693.20	£40,904.24					Professional & Specialist 5	Management 2				
43		£21.90	£39,858.00	£42,135.60							£39,967.50			
44		£22.54	£41,022.80	£43,366.96							£41,135.50			
45		£23.25	£42,315.00	£44,733.00							£42,431.25			
46	HC11	£23.93	£43,552.60	£46,041.32					Professional & Specialist 6	Management 3				
47		£24.68	£44,917.60	£47,484.32							£45,041.00			
48		£25.40	£46,228.00	£48,869.60							£46,355.00			
49		£26.18	£47,647.60	£50,370.32							£47,778.50			
50	HC12	£26.99	£49,121.80	£51,928.76						Management 4				
51		£27.78	£50,559.60	£53,448.72							£50,698.50			
52		£28.60	£52,052.00	£55,026.40							£52,195.00			
53		£29.46	£53,617.20	£56,681.04							£53,764.50			
54	HC13	£30.36	£55,255.20	£58,412.64						Management 5				
55		£31.29	£56,947.80	£60,201.96							£57,104.25			
56		£32.24	£58,676.80	£62,029.76							£58,838.00			
57		£33.23	£60,478.60	£63,934.52							£60,644.75			
58	HC14	£34.74	£63,226.80	£66,839.76						Management 6				
59		£35.77	£65,101.40	£68,821.48							£65,280.25			
60		£36.88	£67,121.60	£70,957.12							£67,306.00			
61		£37.97	£69,105.40	£73,054.28							£69,295.25			
62	HC15	£39.71	£72,272.20	£76,402.04						Management 7				
63		£40.91	£74,456.20	£78,710.84							£74,660.75			
64		£42.13	£76,676.60	£81,058.12							£76,887.25			
65		£43.42	£79,024.40	£83,540.08							£79,241.50			