

THE HIGHLAND COUNCIL  
PAY AND GRADE STRUCTURE  
2019/20

\*The Highland Council applies the Scottish Local Government Living Wage of £9.07 per hour to these spinal points from 01/04/2019

HC Spinal Points and Grades	Hourly Rate	Annual Salary (35 Hrs)	Annual Salary (37 Hrs)	Hourly rate * 1825 (35*52.143)	Job Family								
					Technical & Practical	Personal Care	Business Support	Community	Professional & Specialist	Management			
1	HC1				Technical & Practical 1								
2													
3													
4*		£9.07	£16,507.40	£17,450.68		£16,552.75							
5*	HC2	£9.07	£16,507.40	£17,450.68	£16,552.75	Technical & Practical 2	Personal Care 1	Business Support 1					
6*		£9.07	£16,507.40	£17,450.68	£16,552.75								
7*		£9.07	£16,507.40	£17,450.68	£16,552.75								
8*		£9.07	£16,507.40	£17,450.68	£16,552.75								
9*	HC3	£9.07	£16,507.40	£17,450.68	£16,552.75	Technical & Practical 3	Personal Care 2	Business Support 2	Community 1				
10		£9.19	£16,725.80	£17,681.56	£16,771.75								
11		£9.46	£17,217.20	£18,201.04	£17,264.50								
12		£9.75	£17,745.00	£18,759.00	£17,793.75								
13		£10.04	£18,272.80	£19,316.96	£18,323.00								
14	HC4	£10.18	£18,527.60	£19,586.32	£18,578.50	Technical & Practical 4	Personal Care 3	Business Support 3	Community 2				
15		£10.48	£19,073.60	£20,163.52	£19,126.00								
16		£10.80	£19,656.00	£20,779.20	£19,710.00								
17		£11.08	£20,165.60	£21,317.92	£20,221.00								
18		£11.44	£20,820.80	£22,010.56	£20,878.00								
19	HC5	£11.63	£21,166.60	£22,376.12	£21,224.75	Technical & Practical 5	Personal Care 4	Business Support 4	Community 3				
20		£11.97	£21,785.40	£23,030.28	£21,845.25								
21		£12.31	£22,404.20	£23,684.44	£22,465.75								
22		£12.69	£23,095.80	£24,415.56	£23,159.25								
23		£13.09	£23,823.80	£25,185.16	£23,889.25								
24	HC6	£13.26	£24,133.20	£25,512.24	£24,199.50	Technical & Practical 6	Personal Care 5	Business Support 5	Community 4	Professional & Specialist 1			
25		£13.64	£24,824.80	£26,243.36	£24,893.00								
26		£14.06	£25,589.20	£27,051.44	£25,659.50								
27		£14.48	£26,353.60	£27,859.52	£26,426.00								
28		£14.90	£27,118.00	£28,667.60	£27,192.50								
29	HC7	£15.12	£27,518.40	£29,090.88	£27,594.00	Technical & Practical 7	Personal Care 6	Business Support 6	Community 5	Professional & Specialist 2			
30		£15.56	£28,319.20	£29,937.44	£28,397.00								
31		£16.04	£29,192.80	£30,860.96	£29,273.00								
32		£16.53	£30,084.60	£31,803.72	£30,167.25								
33		£17.04	£31,012.80	£32,784.96	£31,098.00								
34	HC8	£17.24	£31,376.80	£33,169.76	£31,463.00	Technical & Practical 8		Business Support 7	Community 6	Professional & Specialist 3			
35		£17.78	£32,359.60	£34,208.72	£32,448.50								
36		£18.30	£33,306.00	£35,209.20	£33,397.50								
37		£18.87	£34,343.40	£36,305.88	£34,437.75								
38	HC9	£19.43	£35,362.60	£37,383.32	£35,459.75					Professional & Specialist 4	Management 1		
39		£20.01	£36,418.20	£38,499.24	£36,518.25								
40		£20.63	£37,546.60	£39,692.12	£37,649.75								
41		£21.24	£38,656.80	£40,865.76	£38,763.00								
42	HC10	£21.90	£39,858.00	£42,135.60	£39,967.50					Professional & Specialist 5	Management 2		
43		£22.56	£41,059.20	£43,405.44	£41,172.00								
44		£23.22	£42,260.40	£44,675.28	£42,376.50								
45		£23.95	£43,589.00	£46,079.80	£43,708.75								
46	HC11	£24.65	£44,863.00	£47,426.60	£44,986.25					Professional & Specialist 6	Management 3		
47		£25.42	£46,264.40	£48,908.08	£46,391.50								
48		£26.16	£47,611.20	£50,331.84	£47,742.00								
49		£26.97	£49,085.40	£51,890.28	£49,220.25								
50	HC12	£27.80	£50,596.00	£53,487.20	£50,735.00						Management 4		
51		£28.61	£52,070.20	£55,045.64	£52,213.25								
52		£29.46	£53,617.20	£56,681.04	£53,764.50								
53		£30.34	£55,218.80	£58,374.16	£55,370.50								
54	HC13	£31.27	£56,911.40	£60,163.48	£57,067.75						Management 5		
55		£32.23	£58,658.60	£62,010.52	£58,819.75								
56		£33.21	£60,442.20	£63,896.04	£60,608.25								
57		£34.23	£62,298.60	£65,858.52	£62,469.75								
58	HC14	£35.78	£65,119.60	£68,840.72	£65,298.50						Management 6		
59		£36.84	£67,048.80	£70,880.16	£67,233.00								
60		£37.99	£69,141.80	£73,092.76	£69,331.75								
61		£39.11	£71,180.20	£75,247.64	£71,375.75								
62	HC15	£40.90	£74,438.00	£78,691.60	£74,642.50						Management 7		
63		£42.14	£76,694.80	£81,077.36	£76,905.50								
64		£43.39	£78,969.80	£83,482.36	£79,186.75								
65		£44.72	£81,390.40	£86,041.28	£81,614.00								