

THE HIGHLAND COUNCIL
PAY AND GRADE STRUCTURE
2013/14

HC Spinal Points and Grades		JE Score	Hourly Rate	Annual Salary (35 Hrs)	Annual Salary (37 Hrs)	Technical & Practical	Personal Care	Business Support	Community	Professional & Specialist	Management
1	HC1	0	£6.23	£ 11,339	£ 11,987	Technical & Practical 1					
2		to	£6.42	£ 11,684	£ 12,352						
3		245	£6.63	£ 12,067	£ 12,756						
4			£6.82	£ 12,412	£ 13,122						
5	HC2	246	£7.03	£ 12,795	£ 13,526	Technical & Practical 2	Personal Care 1	Business Support 1			
6		to	£7.23	£ 13,159	£ 13,911						
7		275	£7.46	£ 13,577	£ 14,353						
8			£7.68	£ 13,978	£ 14,776						
9	HC3	276	£7.92	£ 14,414	£ 15,238	Technical & Practical 3	Personal Care 2	Business Support 2	Community 1		
10		to	£8.16	£ 14,851	£ 15,700						
11		305	£8.39	£ 15,270	£ 16,142						
12			£8.66	£ 15,761	£ 16,662						
13			£8.92	£ 16,234	£ 17,162						
14	HC4	306	£9.05	£ 16,471	£ 17,412	Technical & Practical 4	Personal Care 3	Business Support 3	Community 2		
15		to	£9.32	£ 16,962	£ 17,932						
16		340	£9.61	£ 17,490	£ 18,490						
17			£9.87	£ 17,963	£ 18,990						
18			£10.20	£ 18,564	£ 19,625						
19	HC5	341	£10.36	£ 18,855	£ 19,933	Technical & Practical 5	Personal Care 4	Business Support 4	Community 3		
20		to	£10.67	£ 19,419	£ 20,529						
21		375	£10.98	£ 19,984	£ 21,126						
22			£11.32	£ 20,602	£ 21,780						
23			£11.68	£ 21,258	£ 22,472						
24	HC6	376	£11.83	£ 21,531	£ 22,761	Technical & Practical 6	Personal Care 5	Business Support 5	Community 4	Professional & Specialist 1	
25		to	£12.19	£ 22,186	£ 23,454						
26		410	£12.56	£ 22,859	£ 24,165						
27			£12.94	£ 23,551	£ 24,897						
28			£13.33	£ 24,261	£ 25,647						
29	HC7	411	£13.52	£ 24,606	£ 26,012	Technical & Practical 7	Personal Care 6	Business Support 6	Community 5	Professional & Specialist 2	
30		to	£13.93	£ 25,353	£ 26,801						
31		445	£14.35	£ 26,117	£ 27,609						
32			£14.81	£ 26,954	£ 28,494						
33			£15.26	£ 27,773	£ 29,360						
34	HC8	446	£15.45	£ 28,119	£ 29,726	Technical & Practical 8		Business Support 7	Community 6	Professional & Specialist 3	
35		to	£15.94	£ 29,011	£ 30,669						
36		480	£16.41	£ 29,866	£ 31,573						
37			£16.92	£ 30,794	£ 32,554						
38	HC9	481	£17.43	£ 31,723	£ 33,535				Professional & Specialist 4	Management 1	
39		to	£17.95	£ 32,669	£ 34,536						
40		515	£18.50	£ 33,670	£ 35,594						
41			£19.04	£ 34,653	£ 36,633						
42	HC10	516	£19.64	£ 35,745	£ 37,787				Professional & Specialist 5	Management 2	
43		to	£20.23	£ 36,819	£ 38,923						
44		560	£20.82	£ 37,892	£ 40,058						
45			£21.48	£ 39,094	£ 41,328						
46	HC11	561	£22.11	£ 40,240	£ 42,540				Professional & Specialist 6	Management 3	
47		to	£22.80	£ 41,496	£ 43,867						
48		605	£23.47	£ 42,715	£ 45,156						
49			£24.18	£ 44,008	£ 46,522						
50	HC12	606	£24.93	£ 45,373	£ 47,965					Management 4	
51		to	£25.66	£ 46,701	£ 49,370						
52		650	£26.43	£ 48,103	£ 50,851						
53			£27.22	£ 49,540	£ 52,371						
54	HC13	651	£28.05	£ 51,051	£ 53,968					Management 5	
55		to	£28.90	£ 52,598	£ 55,604						
56		695	£29.78	£ 54,200	£ 57,297						
57			£30.70	£ 55,874	£ 59,067						
58	HC14	696	£32.10	£ 58,422	£ 61,760					Management 6	
59		to	£33.05	£ 60,151	£ 63,588						
60		750	£34.07	£ 62,007	£ 65,551						
61			£35.09	£ 63,864	£ 67,513						
62	HC15	751+	£36.68	£ 66,758	£ 70,572					Management 7	
63			£37.80	£ 68,796	£ 72,727						
64			£38.93	£ 70,853	£ 74,901						
65			£40.11	£ 73,000	£ 77,172						