

THE HIGHLAND COUNCIL  
PAY AND GRADE STRUCTURE  
2014/15

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	£6.29	£ 11,448	£ 12,102	Technical & Practical 1					
2		to	£6.48	£ 11,794	£ 12,468						
3		245	£6.70	£ 12,194	£ 12,891						
4			£6.89	£ 12,540	£ 13,256						
5	HC2	246	£7.10	£ 12,922	£ 13,660	Technical & Practical 2	Personal Care 1	Business Support 1			
6		to	£7.30	£ 13,286	£ 14,045						
7		275	£7.53	£ 13,705	£ 14,488						
8			£7.76	£ 14,123	£ 14,930						
9	HC3	276	£8.00	£ 14,560	£ 15,392	Technical & Practical 3	Personal Care 2	Business Support 2	Community 1		
10		to	£8.24	£ 14,997	£ 15,854						
11		305	£8.47	£ 15,415	£ 16,296						
12			£8.75	£ 15,925	£ 16,835						
13			£9.01	£ 16,398	£ 17,335						
14	HC4	306	£9.14	£ 16,635	£ 17,585	Technical & Practical 4	Personal Care 3	Business Support 3	Community 2		
15		to	£9.41	£ 17,126	£ 18,105						
16		340	£9.71	£ 17,672	£ 18,682						
17			£9.97	£ 18,145	£ 19,182						
18			£10.30	£ 18,746	£ 19,817						
19	HC5	341	£10.46	£ 19,037	£ 20,125	Technical & Practical 5	Personal Care 4	Business Support 4	Community 3		
20		to	£10.78	£ 19,620	£ 20,741						
21		375	£11.09	£ 20,184	£ 21,337						
22			£11.43	£ 20,803	£ 21,991						
23			£11.80	£ 21,476	£ 22,703						
24	HC6	376	£11.95	£ 21,749	£ 22,992	Technical & Practical 6	Personal Care 5	Business Support 5	Community 4	Professional & Specialist 1	
25		to	£12.31	£ 22,404	£ 23,684						
26		410	£12.69	£ 23,096	£ 24,416						
27			£13.07	£ 23,787	£ 25,147						
28			£13.46	£ 24,497	£ 25,897						
29	HC7	411	£13.66	£ 24,861	£ 26,282	Technical & Practical 7	Personal Care 6	Business Support 6	Community 5	Professional & Specialist 2	
30		to	£14.07	£ 25,607	£ 27,071						
31		445	£14.49	£ 26,372	£ 27,879						
32			£14.96	£ 27,227	£ 28,783						
33			£15.41	£ 28,046	£ 29,649						
34	HC8	446	£15.60	£ 28,392	£ 30,014	Technical & Practical 8		Business Support 7	Community 6	Professional & Specialist 3	
35		to	£16.10	£ 29,302	£ 30,976						
36		480	£16.57	£ 30,157	£ 31,881						
37			£17.09	£ 31,104	£ 32,881						
38	HC9	481	£17.60	£ 32,032	£ 33,862				Professional & Specialist 4	Management 1	
39		to	£18.13	£ 32,997	£ 34,882						
40		515	£18.69	£ 34,016	£ 35,960						
41			£19.23	£ 34,999	£ 36,999						
42	HC10	516	£19.84	£ 36,109	£ 38,172				Professional & Specialist 5	Management 2	
43		to	£20.43	£ 37,183	£ 39,307						
44		560	£21.03	£ 38,275	£ 40,462						
45			£21.69	£ 39,476	£ 41,732						
46	HC11	561	£22.33	£ 40,641	£ 42,963				Professional & Specialist 6	Management 3	
47		to	£23.03	£ 41,915	£ 44,310						
48		605	£23.70	£ 43,134	£ 45,599						
49			£24.42	£ 44,444	£ 46,984						
50	HC12	606	£25.18	£ 45,828	£ 48,446					Management 4	
51		to	£25.92	£ 47,174	£ 49,870						
52		650	£26.69	£ 48,576	£ 51,352						
53			£27.49	£ 50,032	£ 52,891						
54	HC13	651	£28.33	£ 51,561	£ 54,507					Management 5	
55		to	£29.19	£ 53,126	£ 56,162						
56		695	£30.08	£ 54,746	£ 57,874						
57			£31.01	£ 56,438	£ 59,663						
58	HC14	696	£32.42	£ 59,004	£ 62,376					Management 6	
59		to	£33.38	£ 60,752	£ 64,223						
60		750	£34.41	£ 62,626	£ 66,205						
61			£35.44	£ 64,501	£ 68,187						
62	HC15	751+	£37.05	£ 67,431	£ 71,284					Management 7	
63			£38.18	£ 69,488	£ 73,458						
64			£39.32	£ 71,562	£ 75,652						
65			£40.51	£ 73,728	£ 77,941						