

THE HIGHLAND COUNCIL
PAY AND GRADE STRUCTURE

2025/26 (Pre CoSLA Pay Award)

*The Highland Council applies the Scottish Real Living Wage (RLW) of £12.60 per hour from 01/04/2025

						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											
2											
3											
4											
5											
6*	HC1	£12.60	£22,932.00	£24,242.40	£22,995.00	Technical & Practical 1					
7		£12.69	£23,095.80	£24,415.56	£23,159.25						
8	HC2	£12.82	£23,332.40	£24,665.68	£23,396.50	Technical & Practical 2	Personal Care 1	Business Support 1			
9		£12.96	£23,587.20	£24,935.04	£23,652.00						
10	HC3	£13.12	£23,878.40	£25,242.88	£23,944.00	Technical & Practical 3	Personal Care 2	Business Support 2	Community 1		
11		£13.28	£24,133.20	£25,512.24	£24,199.50						
12		£13.37	£24,333.40	£25,723.88	£24,400.25						
13		£13.48	£24,533.60	£25,935.52	£24,601.00						
14	HC4	£13.63	£24,806.60	£26,224.12	£24,874.75	Technical & Practical 4	Personal Care 3	Business Support 3	Community 2		
15		£13.93	£25,352.60	£26,801.32	£25,422.25						
16		£14.26	£25,953.20	£27,436.24	£26,024.50						
17		£14.55	£26,481.00	£27,994.20	£26,553.75						
18		£14.93	£27,172.60	£28,725.32	£27,247.25						
19	HC5	£15.14	£27,554.80	£29,129.36	£27,630.50	Technical & Practical 5	Personal Care 4	Business Support 4	Community 3		
20		£15.52	£28,246.40	£29,860.48	£28,324.00						
21		£15.90	£28,938.00	£30,591.60	£29,017.50						
22		£16.13	£29,356.60	£31,034.12	£29,437.25						
23		£16.58	£30,175.60	£31,899.92	£30,258.50						
24	HC6	£16.63	£30,266.60	£31,996.12	£30,349.75	Technical & Practical 6	Personal Care 5	Business Support 5	Community 4	Professional & Specialist 1	
25		£17.04	£31,012.80	£32,784.96	£31,098.00						
26		£17.51	£31,868.20	£33,689.24	£31,955.75						
27		£17.98	£32,723.60	£34,593.52	£32,813.50						
28		£18.45	£33,579.00	£35,497.80	£33,671.25						
29	HC7	£18.70	£34,034.00	£35,978.80	£34,127.50	Technical & Practical 7	Personal Care 6	Business Support 6	Community 5	Professional & Specialist 2	
30		£19.19	£34,925.80	£36,921.56	£35,021.75						
31		£19.74	£35,926.80	£37,979.76	£36,025.50						
32		£20.32	£36,982.40	£39,095.68	£37,084.00						
33		£20.91	£38,056.20	£40,230.84	£38,160.75						
34	HC8	£21.14	£38,474.80	£40,673.36	£38,580.50	Technical & Practical 8	Business Support 7	Community 6	Professional & Specialist 3		
35		£21.77	£39,621.40	£41,885.48	£39,730.25						
36		£22.25	£40,495.00	£42,809.00	£40,606.25						
37		£22.92	£41,714.40	£44,098.08	£41,829.00						
38	HC9	£23.56	£42,879.20	£45,329.44	£42,997.00				Professional & Specialist 4	Management 1	
39		£24.24	£44,116.80	£46,637.76	£44,238.00						
40		£24.78	£45,063.20	£47,638.24	£45,187.00						
41		£25.50	£46,410.00	£49,062.00	£46,537.50						
42	HC10	£26.29	£47,847.80	£50,581.96	£47,979.25				Professional & Specialist 5	Management 2	
43		£27.07	£49,267.40	£52,082.68	£49,402.75						
44		£27.88	£50,741.60	£53,641.12	£50,881.00						
45		£28.75	£52,325.00	£55,315.00	£52,468.75						
46	HC11	£29.58	£53,835.60	£56,911.92	£53,983.50				Professional & Specialist 6	Management 3	
47		£30.50	£55,510.00	£58,682.00	£55,662.50						
48		£31.39	£57,129.80	£60,394.36	£57,286.75						
49		£32.36	£58,895.20	£62,260.64	£59,057.00						
50	HC12	£33.37	£60,733.40	£64,203.88	£60,900.25					Management 4	
51		£34.33	£62,480.60	£66,050.92	£62,652.25						
52		£35.35	£64,337.00	£68,013.40	£64,513.75						
53		£36.42	£66,284.40	£70,072.08	£66,466.50						
54	HC13	£37.53	£68,304.60	£72,207.72	£68,492.25					Management 5	
55		£38.68	£70,397.60	£74,420.32	£70,591.00						
56		£39.85	£72,527.00	£76,671.40	£72,726.25						
57		£41.08	£74,765.60	£79,037.92	£74,971.00						
58	HC14	£42.93	£78,132.60	£82,597.32	£78,347.25					Management 6	
59		£44.22	£80,480.40	£85,079.28	£80,701.50						
60		£45.60	£82,992.00	£87,734.40	£83,220.00						
61		£46.93	£85,412.60	£90,293.32	£85,647.25						
62	HC15	£49.08	£89,325.60	£94,429.92	£89,571.00					Management 7	
63		£50.54	£91,982.80	£97,238.96	£92,235.50						
64		£52.04	£94,709.67	£100,121.65	£94,969.86						
65		£53.60	£97,556.80	£103,131.48	£97,824.82						