

THE HIGHLAND COUNCIL  
PAY AND GRADE STRUCTURE  
2020/21

\*The Highland Council applies the Scottish Local Government Living Wage of £9.34 per hour to these spinal points from 01/04/2020

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*	£9.34	£16,998.80	£17,970.16	£17,045.50									
5* HC2	£9.34	£16,998.80	£17,970.16	£17,045.50	Technical & Practical 2	Personal Care 1	Business Support 1						
6*	£9.34	£16,998.80	£17,970.16	£17,045.50									
7*	£9.34	£16,998.80	£17,970.16	£17,045.50									
8*	£9.34	£16,998.80	£17,970.16	£17,045.50									
9* HC3	£9.34	£16,998.80	£17,970.16	£17,045.50	Technical & Practical 3	Personal Care 2	Business Support 2	Community 1					
10	£9.47	£17,235.40	£18,220.28	£17,282.75									
11	£9.74	£17,726.80	£18,739.76	£17,775.50									
12	£10.04	£18,272.80	£19,316.96	£18,323.00									
13	£10.34	£18,818.80	£19,894.16	£18,870.50									
14 HC4	£10.49	£19,091.80	£20,182.76	£19,144.25	Technical & Practical 4	Personal Care 3	Business Support 3	Community 2					
15	£10.79	£19,637.80	£20,759.96	£19,691.75									
16	£11.12	£20,238.40	£21,394.88	£20,294.00									
17	£11.41	£20,766.20	£21,952.84	£20,823.25									
18	£11.78	£21,439.60	£22,664.72	£21,498.50									
19 HC5	£11.98	£21,803.60	£23,049.52	£21,863.50	Technical & Practical 5	Personal Care 4	Business Support 4	Community 3					
20	£12.33	£22,440.60	£23,722.92	£22,502.25									
21	£12.68	£23,077.60	£24,396.32	£23,141.00									
22	£13.07	£23,787.40	£25,146.68	£23,852.75									
23	£13.48	£24,533.60	£25,935.52	£24,601.00									
24 HC6	£13.66	£24,861.20	£26,281.84	£24,929.50	Technical & Practical 6	Personal Care 5	Business Support 5	Community 4	Professional & Specialist 1				
25	£14.05	£25,571.00	£27,032.20	£25,641.25									
26	£14.48	£26,353.60	£27,859.52	£26,426.00									
27	£14.91	£27,136.20	£28,686.84	£27,210.75									
28	£15.35	£27,937.00	£29,533.40	£28,013.75									
29 HC7	£15.57	£28,337.40	£29,956.68	£28,415.25	Technical & Practical 7	Personal Care 6	Business Support 6	Community 5	Professional & Specialist 2				
30	£16.03	£29,174.60	£30,841.72	£29,254.75									
31	£16.52	£30,066.40	£31,784.48	£30,149.00									
32	£17.03	£30,994.60	£32,765.72	£31,079.75									
33	£17.55	£31,941.00	£33,766.20	£32,028.75									
34 HC8	£17.76	£32,323.20	£34,170.24	£32,412.00	Technical & Practical 8		Business Support 7	Community 6	Professional & Specialist 3				
35	£18.31	£33,324.20	£35,228.44	£33,415.75									
36	£18.85	£34,307.00	£36,267.40	£34,401.25									
37	£19.44	£35,380.80	£37,402.56	£35,478.00									
38 HC9	£20.01	£36,418.20	£38,499.24	£36,518.25									Professional & Specialist 4
39	£20.61	£37,510.20	£39,653.64	£37,613.25									
40	£21.25	£38,675.00	£40,885.00	£38,781.25									
41	£21.88	£39,821.60	£42,097.12	£39,931.00									
42 HC10	£22.56	£41,059.20	£43,405.44	£41,172.00					Professional & Specialist 5	Management 2			
43	£23.24	£42,296.80	£44,713.76	£42,413.00									
44	£23.92	£43,534.40	£46,022.08	£43,654.00									
45	£24.67	£44,899.40	£47,465.08	£45,022.75									
46 HC11	£25.39	£46,209.80	£48,850.36	£46,336.75					Professional & Specialist 6	Management 3			
47	£26.18	£47,647.60	£50,370.32	£47,778.50									
48	£26.94	£49,030.80	£51,832.56	£49,165.50									
49	£27.78	£50,559.60	£53,448.72	£50,698.50									
50 HC12	£28.63	£52,106.60	£55,084.12	£52,249.75						Management 4			
51	£29.47	£53,635.40	£56,700.28	£53,782.75									
52	£30.34	£55,218.80	£58,374.16	£55,370.50									
53	£31.25	£56,875.00	£60,125.00	£57,031.25									
54 HC13	£32.21	£58,622.20	£61,972.04	£58,783.25						Management 5			
55	£33.20	£60,424.00	£63,876.80	£60,590.00									
56	£34.21	£62,262.20	£65,820.04	£62,433.25									
57	£35.26	£64,173.20	£67,840.24	£64,349.50									
58 HC14	£36.85	£67,067.00	£70,899.40	£67,251.25						Management 6			
59	£37.95	£69,069.00	£73,015.80	£69,258.75									
60	£39.13	£71,216.60	£75,286.12	£71,412.25									
61	£40.28	£73,309.60	£77,498.72	£73,511.00									
62 HC15	£42.13	£76,676.60	£81,058.12	£76,887.25						Management 7			
63	£43.40	£78,988.00	£83,501.60	£79,205.00									
64	£44.69	£81,335.80	£85,983.56	£81,559.25									
65	£46.06	£83,829.20	£88,619.44	£84,059.50									