

THE HIGHLAND COUNCIL

PAY AND GRADE STRUCTURE
2021/22 revised

*The Highland Council applies the Scottish Local Government Living Wage of £9.90 per hour to these spinal points from 01/04/2022

					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	HC1				Technical & Practical 1									
2														
3														
4*		£9.90	£18,018.00	£19,047.60										
5*	HC2	£9.90	£18,018.00	£19,047.60	Technical & Practical 2	Personal Care 1	Business Support 1							
6*		£9.90	£18,018.00	£19,047.60										
7*		£9.90	£18,018.00	£19,047.60										
8*		£9.90	£18,018.00	£19,047.60										
9*	HC3	£9.90	£18,018.00	£19,047.60	Technical & Practical 3	Personal Care 2	Business Support 2							
10		£9.91	£18,036.20	£19,066.84						Community 1				
11		£10.18	£18,527.60	£19,586.32										
12		£10.48	£19,073.60	£20,163.52										
13		£10.78	£19,619.60	£20,740.72										
14	HC4	£10.93	£19,892.60	£21,029.32	Technical & Practical 4	Personal Care 3	Business Support 3							
15		£11.23	£20,438.60	£21,606.52						Community 2				
16		£11.56	£21,039.20	£22,241.44										
17		£11.85	£21,567.00	£22,799.40										
18		£12.22	£22,240.40	£23,511.28										
19	HC5	£12.42	£22,604.40	£23,896.08	Technical & Practical 5	Personal Care 4	Business Support 4							
20		£12.77	£23,241.40	£24,569.48						Community 3				
21		£13.12	£23,878.40	£25,242.88										
22		£13.33	£24,260.60	£25,646.92										
23		£13.75	£25,025.00	£26,455.00										
24	HC6	£13.93	£25,352.60	£26,801.32				Technical & Practical 6	Personal Care 5		Business Support 5			
25		£14.33	£26,080.60	£27,570.92			Community 4					Professional & Specialist 1		
26		£14.77	£26,881.40	£28,417.48										
27		£15.21	£27,682.20	£29,264.04										
28		£15.66	£28,501.20	£30,129.84										
29	HC7	£15.88	£28,901.60	£30,553.12	Technical & Practical 7	Personal Care 6				Business Support 6				
30		£16.35	£29,757.00	£31,457.40							Community 5		Professional & Specialist 2	
31		£16.85	£30,667.00	£32,419.40										
32		£17.37	£31,613.40	£33,419.88										
33		£17.90	£32,578.00	£34,439.60										
34	HC8	£18.12	£32,978.40	£34,862.88			Technical & Practical 8		Business Support 7					
35		£18.68	£33,997.60	£35,940.32				Community 6		Professional & Specialist 3				
36		£19.23	£34,998.60	£36,998.52										
37		£19.83	£36,090.60	£38,152.92										
38	HC9	£20.41	£37,146.20	£39,268.84										
39		£21.02	£38,256.40	£40,442.48									Professional & Specialist 4	Management 1
40		£21.46	£39,057.20	£41,289.04										
41		£22.10	£40,222.00	£42,520.40										
42	HC10	£22.79	£41,477.80	£43,847.96										
43		£23.47	£42,715.40	£45,156.28					Professional & Specialist 5	Management 2				
44		£24.16	£43,971.20	£46,483.84										
45		£24.92	£45,354.40	£47,946.08										
46	HC11	£25.64	£46,664.80	£49,331.36										
47		£26.44	£48,120.80	£50,870.56					Professional & Specialist 6	Management 3				
48		£27.21	£49,522.20	£52,352.04										
49		£28.06	£51,069.20	£53,987.44										
50	HC12	£28.92	£52,634.40	£55,642.08										
51		£29.76	£54,163.20	£57,258.24					Management 4					
52		£30.64	£55,764.80	£58,951.36										
53		£31.56	£57,439.20	£60,721.44										
54	HC13	£32.53	£59,204.60	£62,587.72										
55		£33.53	£61,024.60	£64,511.72					Management 5					
56		£34.55	£62,881.00	£66,474.20										
57		£35.61	£64,810.20	£68,513.64										
58	HC14	£37.22	£67,740.40	£71,611.28										
59		£38.33	£69,760.60	£73,746.92					Management 6					
60		£39.52	£71,926.40	£76,036.48										
61		£40.68	£74,037.60	£78,268.32										
62	HC15	£42.54	£77,422.80	£81,846.96										
63		£43.81	£79,734.20	£84,290.44					Management 7					
64		£45.10	£82,082.00	£86,772.40										
65		£46.47	£84,575.40	£89,408.28										