

THE HIGHLAND COUNCIL
PAY AND GRADE STRUCTURE
2023/24 (Pre CoSLA Pay Award)

*The Highland Council applies the Scottish Local Government Living Wage of £10.90 per hour to these spinal points from 01/04/2023

					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*		£10.90	£19,838.00	£20,971.60										
5*	HC2	£10.90	£19,838.00	£20,971.60	Technical & Practical 2	Personal Care 1	Business Support 1							
6*		£10.90	£19,838.00	£20,971.60										
7*		£10.90	£19,838.00	£20,971.60										
8*		£10.90	£19,838.00	£20,971.60										
9*	HC3	£10.90	£19,838.00	£20,971.60	Technical & Practical 3	Personal Care 2	Business Support 2	Community 1						
10		£10.98	£19,983.60	£21,125.52										
11		£11.25	£20,475.00	£21,645.00										
12		£11.55	£21,021.00	£22,222.20										
13		£11.81	£21,494.20	£22,722.44										
14	HC4	£11.96	£21,767.20	£23,011.04	Technical & Practical 4	Personal Care 3	Business Support 3	Community 2						
15		£12.26	£22,313.20	£23,588.24										
16		£12.59	£22,913.80	£24,223.16										
17		£12.88	£23,441.60	£24,781.12										
18		£13.25	£24,115.00	£25,493.00										
19	HC5	£13.45	£24,479.00	£25,877.80	Technical & Practical 5	Personal Care 4	Business Support 4	Community 3						
20		£13.80	£25,116.00	£26,551.20										
21		£14.15	£25,753.00	£27,224.60										
22		£14.36	£26,135.20	£27,628.64										
23		£14.78	£26,899.60	£28,436.72										
24	HC6	£14.96	£27,227.20	£28,783.04	Technical & Practical 6	Personal Care 5	Business Support 5	Community 4	Professional & Specialist 1					
25		£15.36	£27,955.20	£29,552.64										
26		£15.80	£28,756.00	£30,399.20										
27		£16.24	£29,556.80	£31,245.76										
28		£16.69	£30,375.80	£32,111.56										
29	HC7	£16.91	£30,776.20	£32,534.84	Technical & Practical 7	Personal Care 6	Business Support 6	Community 5	Professional & Specialist 2					
30		£17.38	£31,631.60	£33,439.12										
31		£17.88	£32,541.60	£34,401.12										
32		£18.40	£33,488.00	£35,401.60										
33		£18.93	£34,452.60	£36,421.32										
34	HC8	£19.15	£34,853.00	£36,844.60	Technical & Practical 8		Business Support 7	Community 6	Professional & Specialist 3					
35		£19.71	£35,872.20	£37,922.04										
36		£20.26	£36,873.20	£38,980.24										
37		£20.86	£37,965.20	£40,134.64										
38	HC9	£21.44	£39,020.80	£41,250.56										Professional & Specialist 4
39		£22.07	£40,167.40	£42,462.68										
40		£22.53	£41,004.60	£43,347.72										
41		£23.21	£42,242.20	£44,656.04										
42	HC10	£23.93	£43,552.60	£46,041.32					Professional & Specialist 5	Management 2				
43		£24.64	£44,844.80	£47,407.36										
44		£25.37	£46,173.40	£48,811.88										
45		£26.17	£47,629.40	£50,351.08										
46	HC11	£26.92	£48,994.40	£51,794.08					Professional & Specialist 6	Management 3				
47		£27.76	£50,523.20	£53,410.24										
48		£28.57	£51,997.40	£54,968.68										
49		£29.46	£53,617.20	£56,681.04										
50	HC12	£30.37	£55,273.40	£58,431.88						Management 4				
51		£31.25	£56,875.00	£60,125.00										
52		£32.17	£58,549.40	£61,895.08										
53		£33.14	£60,314.80	£63,761.36										
54	HC13	£34.16	£62,171.20	£65,723.84						Management 5				
55		£35.21	£64,082.20	£67,744.04										
56		£36.28	£66,029.60	£69,802.72										
57		£37.39	£68,049.80	£71,938.36										
58	HC14	£39.08	£71,125.60	£75,189.92						Management 6				
59		£40.25	£73,255.00	£77,441.00										
60		£41.50	£75,530.00	£79,846.00										
61		£42.71	£77,732.20	£82,174.04										
62	HC15	£44.67	£81,299.40	£85,945.08						Management 7				
63		£46.00	£83,720.00	£88,504.00										
64		£47.36	£86,195.20	£91,120.64										
65		£48.79	£88,797.80	£93,871.96										