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

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HC Spinal Po Grade		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	1					Technical & Practical 1					
2						Practical 1					
3											
4*		£10.90	£19,838.00	£20,971.60	£19,892.50						
5* HC2	2	£10.90	£19,838.00	£20,971.60	£19,892.50	Technical & Practical 2	Personal Care 1	Business			
6*		£10.90	£19,838.00	£20,971.60	£19,892.50	Practical 2		Support 1			
7*		£10.90	£19,838.00	£20,971.60	£19,892.50						
8*		£10.90	£19,838.00	£20,971.60	£19,892.50					_	
9* HC3	3	£10.90	£19,838.00	£20,971.60	£19,892.50						
10		£10.98	£19,983.60	£21,125.52	£20,038.50	Technical &		Business			
11		£11.25	£20,475.00	£21,645.00	£20,531.25	Practical 3	Personal Care 2	Support 2	Community 1		
12		£11.55	£21,021.00	£22,222.20	£21,078.75						
13		£11.81	£21,494.20	£22,722.44	£21,553.25						
14 HC4	4	£11.96	£21,767.20	£23,011.04	£21,827.00						
15		£12.26	£22,313.20	£23,588.24	£22,374.50	Tarketari 0		Desciones			
16		£12.59	£22,913.80	£24,223.16	£22,976.75	Technical & Practical 4	Personal Care 3	Business Support 3	Community 2		
17		£12.88	£23,441.60	£24,781.12	£23,506.00	i lactical 4		опррот 3			
18		£13.25	£24,115.00	£25,493.00	£24,181.25						
19 HC5	5	£13.45	£24,479.00	£25,877.80	£24,546.25					1	
20		£13.80	£25,116.00	£26,551.20	£25,185.00						
21		£14.15	£25,753.00	£27,224.60	£25,823.75	Technical &	Personal Care 4	Business Support 4	Community 3		
22		£14.36	£26,135.20	£27,628.64	£26,207.00	Practical 5		Support 4			
23		£14.78	£26,899.60	£28,436.72	£26,973.50						
24 HC6	6	£14.96	£27,227.20	£28,783.04	£27,302.00						
25	-	£15.36	£27,955.20	£29,552.64	£28,032.00						
26	-	£15.80	£28,756.00	£30,399.20	£28,835.00	Technical &	Personal Care 5	Business	Community 4	Professional &	
27	-	£16.24	£29,556.80	£31,245.76	£29.638.00	Practical 6		Support 5	,	Specialist 1	
28	-	£16.69	£30,375.80	£32,111.56	£30,459.25						
29 HC7	7	£16.91	£30,776.20	£32,534.84	£30,860.75						
30		£17.38	£31,631.60	£33,439.12	£31,718.50						
31		£17.88	£32,541.60	£34,401.12	£32,631.00	Technical &	Personal Care 6	Business	Community 5	Professional &	
32	-	£18.40	£33,488.00	£35,401.60	£33,580.00	Practical 7	Personal Care 6	Support 6	Community 5	Specialist 2	
33	-	£18.93	£34,452.60	£36,421.32	£34,547.25						
34 HC8	0	£19.15	£34,853.00	£36,844.60	£34,948.75	Technical &		Business		Professional &	
35 HC8		£19.15	£34,853.00 £35,872.20	£35,844.60 £37,922.04	£34,948.75 £35,970.75	Practical 8		Support 7		Specialist 3	
36	-	£19.71	£36,873.20	£38,980.24	£36,974.50	1 Tublical C		опррот /	Community 6	оробіцію: о	
37											
38 HC9	0	£20.86 £21.44	£37,965.20 £39,020.80	£40,134.64 £41,250.56	£38,069.50 £39,128.00		4			Professional &	
39	9									Specialist 4	
		£22.07	£40,167.40	£42,462.68	£40,277.75					оробіцію і	Management 1
40			£41,004.60	£43,347.72	£41,117.25						
41	10	£23.21	£42,242.20	£44,656.04	£42,358.25					D 6 1 10	
42 HC1	10	£23.93	£43,552.60	£46,041.32	£43,672.25					Professional & Specialist 5	
43		£24.64	£44,844.80	£47,407.36	£44,968.00					Openalist 3	Management 2
44		£25.37	£46,173.40	£48,811.88	£46,300.25						
45		£26.17	£47,629.40	£50,351.08	£47,760.25					0.6	
46 HC1	11	£26.92	£48,994.40	£51,794.08	£49,129.00					Professional & Specialist 6	
47		£27.76	£50,523.20	£53,410.24	£50,662.00					Specialist 6	Management 3
48		£28.57	£51,997.40	£54,968.68	£52,140.25						J
49		£29.46	£53,617.20	£56,681.04	£53,764.50						
50 HC1	12	£30.37	£55,273.40	£58,431.88	£55,425.25						
51		£31.25	£56,875.00	£60,125.00	£57,031.25						Management 4
52		£32.17	£58,549.40	£61,895.08	£58,710.25						anagement +
53		£33.14	£60,314.80	£63,761.36	£60,480.50						
54 HC1	13	£34.16	£62,171.20	£65,723.84	£62,342.00						
55		£35.21	£64,082.20	£67,744.04	£64,258.25						Management 5
56		£36.28	£66,029.60	£69,802.72	£66,211.00						managonient 5
57		£37.39	£68,049.80	£71,938.36	£68,236.75						
58 HC1	14	£39.08	£71,125.60	£75,189.92	£71,321.00						
59		£40.25	£73,255.00	£77,441.00	£73,456.25						Manager
60		£41.50	£75,530.00	£79,846.00	£75,737.50						Management 6
61		£42.71	£77,732.20	£82,174.04	£77,945.75						
62 HC1	15	£44.67	£81,299.40	£85,945.08	£81,522.75						
63		£46.00	£83,720.00	£88,504.00	£83,950.00						
64	ŀ	£47.36	£86,195.20	£91,120.64	£86,432.00						Management 7
65		£48.79	£88,797.80	£93,871.96	£89,041.75						
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