

THE HIGHLAND COUNCIL
PAY AND GRADE STRUCTURE

2023/24 (CoSLA Pay Award) from 01/04/2023

*The Highland Council applies the Scottish Local Government Living Wage of £11.89 per hour from 01/04/2023

HC Spinal Points and Grades	Hourly Rate	Annual Salary (36 Hrs)	Annual Salary (37 Hrs)	Hourly rate * 1825 (35*52.143)	Job Family					
					Technical & Practical	Personal Care	Business Support	Community	Professional & Specialist	Management
1										
2										
3										
4										
5										
6*	HC1	£11.89	£21,639.80	£22,876.36	£21,699.25	Technical & Practical 1				
7		£12.02	£21,876.40	£23,126.48	£21,936.50					
8	HC2	£12.15	£22,113.00	£23,376.60	£22,173.75	Technical & Practical 2	Personal Care 1	Business Support 1		
9		£12.29	£22,367.80	£23,645.96	£22,429.25					
10	HC3	£12.45	£22,659.00	£23,953.80	£22,721.25					
11		£12.59	£22,913.80	£24,223.16	£22,976.75	Technical & Practical 3	Personal Care 2	Business Support 2	Community 1	
12		£12.70	£23,114.00	£24,434.80	£23,177.50					
13		£12.81	£23,314.20	£24,646.44	£23,378.25					
14	HC4	£12.96	£23,587.20	£24,935.04	£23,652.00					
15		£13.26	£24,133.20	£25,512.24	£24,199.50	Technical & Practical 4	Personal Care 3	Business Support 3	Community 2	
16		£13.59	£24,733.80	£26,147.16	£24,801.75					
17		£13.88	£25,261.60	£26,705.12	£25,331.00					
18		£14.25	£25,935.00	£27,417.00	£26,006.25					
19	HC5	£14.45	£26,299.00	£27,801.80	£26,371.25					
20		£14.80	£26,936.00	£28,475.20	£27,010.00	Technical & Practical 5	Personal Care 4	Business Support 4	Community 3	
21		£15.15	£27,573.00	£29,148.60	£27,648.75					
22		£15.36	£27,955.20	£29,552.64	£28,032.00					
23		£15.78	£28,719.60	£30,360.72	£28,798.50					
24	HC6	£15.96	£29,047.20	£30,707.04	£29,127.00					
25		£16.36	£29,775.20	£31,476.64	£29,857.00	Technical & Practical 6	Personal Care 5	Business Support 5	Community 4	Professional & Specialist 1
26		£16.80	£30,576.00	£32,323.20	£30,660.00					
27		£17.24	£31,376.80	£33,169.76	£31,463.00					
28		£17.69	£32,195.80	£34,035.56	£32,284.25					
29	HC7	£17.91	£32,596.20	£34,458.84	£32,685.75					
30		£18.38	£33,451.60	£35,363.12	£33,543.50	Technical & Practical 7	Personal Care 6	Business Support 6	Community 5	Professional & Specialist 2
31		£18.88	£34,361.60	£36,325.12	£34,456.00					
32		£19.41	£35,326.20	£37,344.84	£35,423.25					
33		£19.97	£36,345.40	£38,422.28	£36,445.25					
34	HC8	£20.20	£36,764.00	£38,864.80	£36,865.00	Technical & Practical 8		Business Support 7	Community 6	Professional & Specialist 3
35		£20.79	£37,837.80	£39,999.96	£37,941.75					
36		£21.37	£38,993.40	£41,115.88	£39,000.25					
37		£22.01	£40,058.20	£42,347.24	£40,168.25					
38	HC9	£22.62	£41,168.40	£43,520.88	£41,281.50					
39		£23.28	£42,369.60	£44,790.72	£42,486.00					
40		£23.77	£43,261.40	£45,733.48	£43,380.25					Management 1
41		£24.49	£44,571.80	£47,118.76	£44,694.25					
42	HC10	£25.25	£45,955.00	£48,581.00	£46,081.25					
43		£26.00	£47,320.00	£50,024.00	£47,450.00					
44		£26.77	£48,721.40	£51,505.48	£48,855.25					Management 2
45		£27.61	£50,250.20	£53,121.64	£50,388.25					
46	HC11	£28.40	£51,688.00	£54,641.60	£51,830.00					
47		£29.29	£53,307.80	£56,353.96	£53,454.25					
48		£30.14	£54,854.80	£57,989.36	£55,005.50					Management 3
49		£31.08	£56,565.60	£59,797.92	£56,721.00					
50	HC12	£32.04	£58,312.80	£61,644.96	£58,473.00					
51		£32.97	£60,005.40	£63,434.28	£60,170.25					
52		£33.94	£61,770.80	£65,300.56	£61,940.50					Management 4
53		£34.96	£63,627.20	£67,263.04	£63,802.00					
54	HC13	£36.04	£65,592.80	£69,340.96	£65,773.00					
55		£37.15	£67,613.00	£71,476.60	£67,798.75					
56		£38.28	£69,669.60	£73,650.72	£69,861.00					Management 5
57		£39.45	£71,799.00	£75,901.80	£71,996.25					
58	HC14	£41.23	£75,038.60	£79,326.52	£75,244.75					
59		£42.46	£77,277.20	£81,693.04	£77,489.50					
60		£43.78	£79,679.60	£84,232.72	£79,898.50					Management 6
61		£45.06	£82,009.20	£86,695.44	£82,234.50					
62	HC15	£47.13	£85,776.60	£90,678.12	£86,012.25					
63		£48.53	£88,324.60	£93,371.72	£88,567.25					
64		£49.96	£90,927.20	£96,123.04	£91,177.00					
65		£51.47	£93,675.40	£99,028.28	£93,932.75					Management 7