

THE HIGHLAND COUNCIL  
PAY AND GRADE STRUCTURE  
2023/24 (CoSLA Pay Award) from 01/04/2023 (To be Implemented in January 2024)

\*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 (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										
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	Technical & Practical 3			Community 1	
11		£12.59	£22,913.80	£24,223.16	£22,976.75		Personal Care 2	Business Support 2		
12		£12.70	£23,114.00	£24,434.80	£23,177.50					
13		£12.81	£23,314.20	£24,646.44	£23,378.25	Technical & Practical 4			Community 2	
14	HC4	£12.96	£23,587.20	£24,935.04	£23,652.00		Personal Care 3	Business Support 3		
15		£13.26	£24,133.20	£25,512.24	£24,199.50					
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		£14.26	£25,953.20	£27,436.24	£26,024.50	Technical & Practical 5			Community 3	
19	HC5	£14.47	£26,335.40	£27,840.28	£26,407.75		Personal Care 4	Business Support 4		
20		£14.85	£27,027.00	£28,571.40	£27,101.25					
21		£15.23	£27,718.60	£29,302.52	£27,794.75	Technical & Practical 6			Community 4	Professional & Specialist 1
22		£15.46	£28,137.20	£29,745.04	£28,214.50		Personal Care 5	Business Support 5		
23	HC6	£15.91	£28,956.20	£30,610.84	£29,035.75					
24		£15.96	£29,047.20	£30,707.04	£29,127.00					
25		£16.37	£29,793.40	£31,495.88	£29,875.25	Technical & Practical 7			Community 5	Professional & Specialist 2
26	HC7	£16.84	£30,648.80	£32,400.16	£30,733.00		Personal Care 6	Business Support 6		
27		£17.31	£31,504.20	£33,304.44	£31,590.75					
28		£17.78	£32,359.60	£34,208.72	£32,448.50	Technical & Practical 8			Community 6	Professional & Specialist 3
29	HC8	£18.03	£32,814.60	£34,689.72	£32,904.75		Business Support 7			
30		£18.52	£33,706.40	£35,632.48	£33,799.00					
31		£19.05	£34,671.00	£36,652.20	£34,766.25					
32		£19.61	£35,690.20	£37,729.64	£35,788.25					
33		£20.18	£36,727.60	£38,826.32	£36,828.50					
34	HC9	£20.41	£37,146.20	£39,268.84	£37,248.25					
35		£21.01	£38,238.20	£40,423.24	£38,343.25					
36		£21.48	£39,093.60	£41,327.52	£39,201.00					
37		£22.12	£40,258.40	£42,558.88	£40,389.00					
38		£22.74	£41,386.80	£43,751.76	£41,500.50					
39		£23.40	£42,588.00	£45,021.60	£42,705.00					
40		£23.90	£43,498.00	£45,983.60	£43,617.50				Management 1	
41		£24.61	£44,790.20	£47,349.64	£44,913.25					
42	HC10	£25.38	£46,191.60	£48,831.12	£46,318.50					
43		£26.13	£47,556.60	£50,274.12	£47,687.25				Professional & Specialist 5	
44		£26.91	£48,976.20	£51,774.84	£49,110.75				Management 2	
45		£27.75	£50,505.00	£53,391.00	£50,643.75					
46	HC11	£28.55	£51,961.00	£54,930.20	£52,103.75					
47		£29.44	£53,580.80	£56,642.56	£53,728.00					
48		£30.30	£55,146.00	£58,297.20	£55,297.50				Management 3	
49		£31.24	£56,856.80	£60,105.76	£57,013.00					
50	HC12	£32.21	£58,622.20	£61,972.04	£58,783.25					
51		£33.14	£60,314.80	£63,761.36	£60,480.50					
52		£34.12	£62,098.40	£65,646.88	£62,269.00				Management 4	
53		£35.15	£63,973.00	£67,628.60	£64,148.75					
54	HC13	£36.23	£65,938.60	£69,706.52	£66,119.75					
55		£37.34	£67,958.80	£71,842.16	£68,145.50				Management 5	
56		£38.47	£70,015.40	£74,016.28	£70,207.75					
57		£39.65	£72,163.00	£76,286.60	£72,361.25					
58	HC14	£41.44	£75,420.80	£79,730.56	£75,628.00					
59		£42.68	£77,677.60	£82,116.32	£77,891.00				Management 6	
60		£44.02	£80,116.40	£84,694.48	£80,336.50					
61		£45.30	£82,446.00	£87,157.20	£82,672.50					
62	HC15	£47.37	£86,213.40	£91,139.88	£86,450.25					
63		£48.78	£88,779.60	£93,852.72	£89,023.50					
64		£50.23	£91,418.60	£96,642.52	£91,669.75				Management 7	
65		£51.74	£94,166.80	£99,547.76	£94,425.50					