

THE HIGHLAND COUNCIL												
PAY AND GRADE STRUCTURE												
2025/26 (CoSLA Pay Award)												
*The Highland Council applies the Scottish Local Government Living Wage (SLGLW) of £13.06 per hour from 01/04/2025												
						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												
2												
3												
4												
5												
6*	HC1	£13.06	£23,769.20	£25,127.44	£23,834.50	Technical & Practical 1	Personal Care 1	Business Support 1				
7		£13.20	£24,024.00	£25,396.80	£24,090.00							
8	HC2	£13.33	£24,260.60	£25,646.92	£24,327.25	Technical & Practical 2						
9		£13.48	£24,533.60	£25,935.52	£24,601.00							
10	HC3	£13.64	£24,824.80	£26,243.36	£24,893.00	Technical & Practical 3	Personal Care 2	Business Support 2	Community 1			
11			£13.79	£25,097.80	£26,531.96			£25,166.75				
12			£13.90	£25,298.00	£26,743.60			£25,367.50				
13			£14.02	£25,516.40	£26,974.48			£25,586.50				
14	HC4	£14.18	£25,807.60	£27,282.32	£25,878.50	Technical & Practical 4	Personal Care 3	Business Support 3	Community 2			
15			£14.49	£26,371.80	£27,878.76			£26,444.25				
16			£14.83	£26,990.60	£28,532.92			£27,064.75				
17			£15.13	£27,536.60	£29,110.12			£27,612.25				
18		£15.53	£28,264.60	£29,879.72	£28,342.25	Technical & Practical 5	Personal Care 4	Business Support 4	Community 3			
19	HC5	£15.75	£28,665.00	£30,303.00	£28,743.75							
20		£16.14	£29,374.80	£31,053.36	£29,455.50							
21		£16.54	£30,102.80	£31,822.96	£30,185.50							
22		£16.78	£30,539.60	£32,284.72	£30,623.50							
23		£17.24	£31,376.80	£33,169.76	£31,463.00							
24	HC6	£17.30	£31,486.00	£33,285.20	£31,572.50	Technical & Practical 6	Personal Care 5	Business Support 5	Community 4	Professional & Specialist 1		
25			£17.72	£32,250.40	£34,093.28			£32,339.00				
26			£18.21	£33,142.20	£35,036.04			£33,233.25				
27			£18.70	£34,034.00	£35,978.80			£34,127.50				
28		£19.19	£34,925.80	£36,921.56	£35,021.75	Technical & Practical 7	Personal Care 6	Business Support 6	Community 5	Professional & Specialist 2		
29	HC7	£19.45	£35,399.00	£37,421.80	£35,496.25							
30		£19.96	£36,327.20	£38,403.04	£36,427.00							
31		£20.53	£37,364.60	£39,499.72	£37,467.25							
32		£21.13	£38,456.60	£40,654.12	£38,562.25							
33		£21.75	£39,585.00	£41,847.00	£39,693.75							
34	HC8	£21.99	£40,021.80	£42,308.76	£40,131.75	Technical & Practical 8		Business Support 7	Community 6	Professional & Specialist 3		
35			£22.64	£41,204.80	£43,559.36			£41,318.00				
36			£23.14	£42,114.80	£44,521.36			£42,230.50				
37			£23.84	£43,388.80	£45,868.16			£43,508.00				
38	HC9	£24.50	£44,590.00	£47,138.00	£44,712.50					Professional & Specialist 4	Management 1	
39			£25.21	£45,882.20	£48,504.04							£46,008.25
40			£25.75	£46,865.00	£49,543.00						£46,993.75	
41		£26.52	£48,266.40	£51,024.48	£48,399.00					Professional & Specialist 5	Management 2	
42	HC10	£27.34	£49,758.80	£52,602.16	£49,895.50							
43			£28.15	£51,233.00	£54,160.60						£51,373.75	
44		£29.00	£52,780.00	£55,796.00	£52,925.00					Professional & Specialist 6	Management 3	
45		£29.90	£54,418.00	£57,527.60	£54,567.50							
46	HC11	£30.76	£55,983.20	£59,182.24	£56,137.00							Management 4
47			£31.72	£57,730.40	£61,029.28					£57,889.00		
48		£32.65	£59,423.00	£62,818.60	£59,586.25	Management 5						
49		£33.65	£61,243.00	£64,742.60	£61,411.25							
50	HC12	£34.70	£63,154.00	£66,762.80	£63,327.50			Management 4				
51			£35.70	£64,974.00	£68,686.80		£65,152.50					
52			£36.76	£66,903.20	£70,726.24		£67,087.00					
53		£37.88	£68,941.60	£72,881.12	£69,131.00		Management 5					
54	HC13	£39.03	£71,034.60	£75,093.72	£71,229.75				Management 5			
55			£40.23	£73,218.60	£77,402.52	£73,419.75						
56		£41.44	£75,420.80	£79,730.56	£75,628.00	Management 6						
57		£42.72	£77,750.40	£82,193.28	£77,964.00							
58	HC14	£44.65	£81,263.00	£85,906.60	£81,486.25			Management 6				
59			£45.99	£83,701.80	£88,484.76		£83,931.75					
60			£47.42	£86,304.40	£91,236.08		£86,541.50					
61		£48.81	£88,834.20	£93,910.44	£89,078.25	Management 7						
62	HC15	£51.04	£92,892.80	£98,200.96	£93,148.00			Management 7				
63			£52.56	£95,659.20	£101,125.44		£95,922.00					
64			£54.12	£98,498.40	£104,126.88		£98,769.00					
65			£55.74	£101,446.80	£107,243.76	£101,725.50						