

THE HIGHLAND COUNCIL
PAY AND GRADE STRUCTURE
2021/22

*The Highland Council applies the Scottish Local Government Living Wage of £9.78 per hour to these spinal points from 01/04/2021

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	HC1				Technical & Practical 1							
2												
3												
4*		£9.78	£17,799.60	£18,816.72		£17,848.50						
5*	HC2	£9.78	£17,799.60	£18,816.72	£17,848.50	Technical & Practical 2	Personal Care 1	Business Support 1				
6*		£9.78	£17,799.60	£18,816.72	£17,848.50							
7*		£9.78	£17,799.60	£18,816.72	£17,848.50							
8*		£9.78	£17,799.60	£18,816.72	£17,848.50							
9*	HC3	£9.78	£17,799.60	£18,816.72	£17,848.50	Technical & Practical 3	Personal Care 2	Business Support 2	Community 1			
10		£9.91	£18,036.20	£19,066.84	£18,085.75							
11		£10.18	£18,527.60	£19,586.32	£18,578.50							
12		£10.48	£19,073.60	£20,163.52	£19,126.00							
13		£10.78	£19,619.60	£20,740.72	£19,673.50							
14	HC4	£10.93	£19,892.60	£21,029.32	£19,947.25	Technical & Practical 4	Personal Care 3	Business Support 3	Community 2			
15		£11.23	£20,438.60	£21,606.52	£20,494.75							
16		£11.56	£21,039.20	£22,241.44	£21,097.00							
17		£11.85	£21,567.00	£22,799.40	£21,626.25							
18		£12.22	£22,240.40	£23,511.28	£22,301.50							
19	HC5	£12.42	£22,604.40	£23,896.08	£22,666.50	Technical & Practical 5	Personal Care 4	Business Support 4	Community 3			
20		£12.77	£23,241.40	£24,569.48	£23,305.25							
21		£13.12	£23,878.40	£25,242.88	£23,944.00							
22		£13.33	£24,260.60	£25,646.92	£24,327.25							
23		£13.75	£25,025.00	£26,455.00	£25,093.75							
24	HC6	£13.93	£25,352.60	£26,801.32	£25,422.25	Technical & Practical 6	Personal Care 5	Business Support 5	Community 4	Professional & Specialist 1		
25		£14.33	£26,080.60	£27,570.92	£26,152.25							
26		£14.77	£26,881.40	£28,417.48	£26,955.25							
27		£15.21	£27,682.20	£29,264.04	£27,758.25							
28		£15.66	£28,501.20	£30,129.84	£28,579.50							
29	HC7	£15.88	£28,901.60	£30,553.12	£28,981.00	Technical & Practical 7	Personal Care 6	Business Support 6	Community 5	Professional & Specialist 2		
30		£16.35	£29,757.00	£31,457.40	£29,838.75							
31		£16.85	£30,667.00	£32,419.40	£30,751.25							
32		£17.37	£31,613.40	£33,419.88	£31,700.25							
33		£17.90	£32,578.00	£34,439.60	£32,667.50							
34	HC8	£18.12	£32,978.40	£34,862.88	£33,069.00	Technical & Practical 8		Business Support 7	Community 6	Professional & Specialist 3		
35		£18.68	£33,997.60	£35,940.32	£34,091.00							
36		£19.23	£34,998.60	£36,998.52	£35,094.75							
37		£19.83	£36,090.60	£38,152.92	£36,189.75							
38	HC9	£20.41	£37,146.20	£39,268.84	£37,248.25				Professional & Specialist 4	Management 1		
39		£21.02	£38,256.40	£40,442.48	£38,361.50							
40		£21.46	£39,057.20	£41,289.04	£39,164.50							
41		£22.10	£40,222.00	£42,520.40	£40,332.50							
42	HC10	£22.79	£41,477.80	£43,847.96	£41,591.75				Professional & Specialist 5	Management 2		
43		£23.47	£42,715.40	£45,156.28	£42,832.75							
44		£24.16	£43,971.20	£46,483.84	£44,092.00							
45		£24.92	£45,354.40	£47,946.08	£45,479.00							
46	HC11	£25.64	£46,664.80	£49,331.36	£46,793.00				Professional & Specialist 6	Management 3		
47		£26.44	£48,120.80	£50,870.56	£48,253.00							
48		£27.21	£49,522.20	£52,352.04	£49,658.25							
49		£28.06	£51,069.20	£53,987.44	£51,209.50							
50	HC12	£28.92	£52,634.40	£55,642.08	£52,779.00					Management 4		
51		£29.76	£54,163.20	£57,258.24	£54,312.00							
52		£30.64	£55,764.80	£58,951.36	£55,918.00							
53		£31.56	£57,439.20	£60,721.44	£57,597.00							
54	HC13	£32.53	£59,204.60	£62,587.72	£59,367.25					Management 5		
55		£33.53	£61,024.60	£64,511.72	£61,192.25							
56		£34.55	£62,881.00	£66,474.20	£63,053.75							
57		£35.61	£64,810.20	£68,513.64	£64,988.25							
58	HC14	£37.22	£67,740.40	£71,611.28	£67,926.50					Management 6		
59		£38.33	£69,760.60	£73,746.92	£69,952.25							
60		£39.52	£71,926.40	£76,036.48	£72,124.00							
61		£40.68	£74,037.60	£78,268.32	£74,241.00							
62	HC15	£42.54	£77,422.80	£81,846.96	£77,635.50					Management 7		
63		£43.81	£79,734.20	£84,290.44	£79,953.25							
64		£45.10	£82,082.00	£86,772.40	£82,307.50							
65		£46.47	£84,575.40	£89,408.28	£84,807.75							