

THE HIGHLAND COUNCIL
PAY AND GRADE STRUCTURE
2022/23

*The Highland Council applies the Scottish Local Government Living Wage of £10.85 per hour to these spinal points from 01/04/2022

| | | | | | 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 | HC1 | | | | Technical & Practical 1 | | | | | | | | | |
| 2 | | | | | | | | | | | | | | |
| 3 | | | | | | | | | | | | | | |
| 4* | | £10.85 | £19,747.00 | £20,875.40 | | £19,801.25 | | | | | | | | |
| 5* | HC2 | £10.85 | £19,747.00 | £20,875.40 | £19,801.25 | Technical & Practical 2 | Personal Care 1 | Business Support 1 | | | | | | |
| 6* | | £10.85 | £19,747.00 | £20,875.40 | £19,801.25 | | | | | | | | | |
| 7* | | £10.85 | £19,747.00 | £20,875.40 | £19,801.25 | | | | | | | | | |
| 8* | | £10.85 | £19,747.00 | £20,875.40 | £19,801.25 | | | | | | | | | |
| 9* | HC3 | £10.85 | £19,747.00 | £20,875.40 | £19,801.25 | Technical & Practical 3 | Personal Care 2 | Business Support 2 | Community 1 | | | | | |
| 10 | | £10.98 | £19,983.60 | £21,125.52 | £20,038.50 | | | | | | | | | |
| 11 | | £11.25 | £20,475.00 | £21,645.00 | £20,531.25 | | | | | | | | | |
| 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 | £11.96 | £21,767.20 | £23,011.04 | £21,827.00 | Technical & Practical 4 | Personal Care 3 | Business Support 3 | Community 2 | | | | | |
| 15 | | £12.26 | £22,313.20 | £23,588.24 | £22,374.50 | | | | | | | | | |
| 16 | | £12.59 | £22,913.80 | £24,223.16 | £22,976.75 | | | | | | | | | |
| 17 | | £12.88 | £23,441.60 | £24,781.12 | £23,506.00 | | | | | | | | | |
| 18 | | £13.25 | £24,115.00 | £25,493.00 | £24,181.25 | | | | | | | | | |
| 19 | HC5 | £13.45 | £24,479.00 | £25,877.80 | £24,546.25 | Technical & Practical 5 | Personal Care 4 | Business Support 4 | Community 3 | | | | | |
| 20 | | £13.80 | £25,116.00 | £26,551.20 | £25,185.00 | | | | | | | | | |
| 21 | | £14.15 | £25,753.00 | £27,224.60 | £25,823.75 | | | | | | | | | |
| 22 | | £14.36 | £26,135.20 | £27,628.64 | £26,207.00 | | | | | | | | | |
| 23 | | £14.78 | £26,899.60 | £28,436.72 | £26,973.50 | | | | | | | | | |
| 24 | HC6 | £14.96 | £27,227.20 | £28,783.04 | £27,302.00 | Technical & Practical 6 | Personal Care 5 | Business Support 5 | Community 4 | Professional & Specialist 1 | | | | |
| 25 | | £15.36 | £27,955.20 | £29,552.64 | £28,032.00 | | | | | | | | | |
| 26 | | £15.80 | £28,756.00 | £30,399.20 | £28,835.00 | | | | | | | | | |
| 27 | | £16.24 | £29,556.80 | £31,245.76 | £29,638.00 | | | | | | | | | |
| 28 | | £16.69 | £30,375.80 | £32,111.56 | £30,459.25 | | | | | | | | | |
| 29 | HC7 | £16.91 | £30,776.20 | £32,534.84 | £30,860.75 | Technical & Practical 7 | Personal Care 6 | Business Support 6 | Community 5 | Professional & Specialist 2 | | | | |
| 30 | | £17.38 | £31,631.60 | £33,439.12 | £31,718.50 | | | | | | | | | |
| 31 | | £17.88 | £32,541.60 | £34,401.12 | £32,631.00 | | | | | | | | | |
| 32 | | £18.40 | £33,488.00 | £35,401.60 | £33,580.00 | | | | | | | | | |
| 33 | | £18.93 | £34,452.60 | £36,421.32 | £34,547.25 | | | | | | | | | |
| 34 | HC8 | £19.15 | £34,853.00 | £36,844.60 | £34,948.75 | Technical & Practical 8 | Business Support 7 | Community 6 | Professional & Specialist 3 | | | | | |
| 35 | | £19.71 | £35,872.20 | £37,922.04 | £35,970.75 | | | | | | | | | |
| 36 | | £20.26 | £36,873.20 | £38,980.24 | £36,974.50 | | | | | | | | | |
| 37 | | £20.86 | £37,965.20 | £40,134.64 | £38,069.50 | | | | | | | | | |
| 38 | HC9 | £21.44 | £39,020.80 | £41,250.56 | £39,128.00 | | | | Professional & Specialist 4 | Management 1 | | | | |
| 39 | | £22.07 | £40,167.40 | £42,462.68 | £40,277.75 | | | | | | | | | |
| 40 | | £22.53 | £41,004.60 | £43,347.72 | £41,117.25 | | | | | | | | | |
| 41 | | £23.21 | £42,242.20 | £44,656.04 | £42,358.25 | | | | | | | | | |
| 42 | HC10 | £23.93 | £43,552.60 | £46,041.32 | £43,672.25 | | | | Professional & Specialist 5 | Management 2 | | | | |
| 43 | | £24.64 | £44,844.80 | £47,407.36 | £44,968.00 | | | | | | | | | |
| 44 | | £25.37 | £46,173.40 | £48,811.88 | £46,300.25 | | | | | | | | | |
| 45 | | £26.17 | £47,629.40 | £50,351.08 | £47,760.25 | | | | | | | | | |
| 46 | HC11 | £26.92 | £48,994.40 | £51,794.08 | £49,129.00 | | | | Professional & Specialist 6 | Management 3 | | | | |
| 47 | | £27.76 | £50,523.20 | £53,410.24 | £50,662.00 | | | | | | | | | |
| 48 | | £28.57 | £51,997.40 | £54,968.68 | £52,140.25 | | | | | | | | | |
| 49 | | £29.46 | £53,617.20 | £56,681.04 | £53,764.50 | | | | | | | | | |
| 50 | HC12 | £30.37 | £55,273.40 | £58,431.88 | £55,425.25 | | | | | Management 4 | | | | |
| 51 | | £31.25 | £56,875.00 | £60,125.00 | £57,031.25 | | | | | | | | | |
| 52 | | £32.17 | £58,549.40 | £61,895.08 | £58,710.25 | | | | | | | | | |
| 53 | | £33.14 | £60,314.80 | £63,761.36 | £60,480.50 | | | | | | | | | |
| 54 | HC13 | £34.16 | £62,171.20 | £65,723.84 | £62,342.00 | | | | | Management 5 | | | | |
| 55 | | £35.21 | £64,082.20 | £67,744.04 | £64,258.25 | | | | | | | | | |
| 56 | | £36.28 | £66,029.60 | £69,802.72 | £66,211.00 | | | | | | | | | |
| 57 | | £37.39 | £68,049.80 | £71,938.36 | £68,236.75 | | | | | | | | | |
| 58 | HC14 | £39.08 | £71,125.60 | £75,189.92 | £71,321.00 | | | | | Management 6 | | | | |
| 59 | | £40.25 | £73,255.00 | £77,441.00 | £73,456.25 | | | | | | | | | |
| 60 | | £41.50 | £75,530.00 | £79,846.00 | £75,737.50 | | | | | | | | | |
| 61 | | £42.71 | £77,732.20 | £82,174.04 | £77,945.75 | | | | | | | | | |
| 62 | HC15 | £44.67 | £81,299.40 | £85,945.08 | £81,522.75 | | | | | Management 7 | | | | |
| 63 | | £46.00 | £83,720.00 | £88,504.00 | £83,950.00 | | | | | | | | | |
| 64 | | £47.36 | £86,195.20 | £91,120.64 | £86,432.00 | | | | | | | | | |
| 65 | | £48.79 | £88,797.80 | £93,871.96 | £89,041.75 | | | | | | | | | |