

Find your Highland Council Spinal Column Point in Column A below. The matching CoSLA spinal column point will be in the same row in Column B. Column C shows the new hourly rate, and Column D identifies which pay award has been applied.

A	B	C	D	
Highland Council Spinal Point	Cosla Spinal Column Points	Hourly Rate Effective From 1/4/22	Details of Pay Award	
4	SLGLW	£10.85	For those on the Scottish Local Government Living Wage and SCP (Spinal Column Points) 19-24 a £2,000 uplift (calculated on a nominal 36-hour full-time working week).	
5	SLGLW	£10.85		
6	SLGLW	£10.85		
7	SLGLW	£10.85		
8	SLGLW	£10.85		
9	SLGLW	£10.85		
10	19	£10.98		
11	21	£11.25		
12	23	£11.55		
13	25	£11.81		All remaining SCP will have an undifferentiated 5% or a £1,925 uplift (calculated on a nominal 36-hour full-time working week)
14	26	£11.96		
15	28	£12.26		
16	30	£12.59		
17	32	£12.88		
18	34	£13.25		
19	35	£13.45		
20	37	£13.80		
21	39	£14.15		
22	41	£14.36		
23	43	£14.78		
24	44	£14.96		
25	46	£15.36		
26	48	£15.80		
27	50	£16.24		
28	52	£16.69		
29	53	£16.91		
30	55	£17.38		
31	57	£17.88		
32	59	£18.40		
33	61	£18.93		
34	62	£19.15		
35	64	£19.71		
36	66	£20.26		
37	68	£20.86		
38	70	£21.44		
39	72	£22.07		
40	74	£22.53		
41	76	£23.21		

42	78	£23.93
43	80	£24.64
44	82	£25.37
45	84	£26.17
46	86	£26.92
47	88	£27.76
48	90	£28.57
49	92	£29.46
50	94	£30.37
51	96	£31.25
52	98	£32.17
53	100	£33.12
54	102	£34.09
55	104	£35.09
56	106	£36.11
57	108	£37.17
58	111	£38.78
59	113	£39.89
60	115	£41.08
61	117	£42.24
62	120	£44.10
63	122	£45.37

A cap on the uplift for those currently earning £60,000 or more at a £3000 uplift (based on a 37-hour week)