

THE HIGHLAND COUNCIL
PAY AND GRADE STRUCTURE
2023/24 (Pre CoSLA Pay Award)

*The Highland Council applies the Scottish Local Government Living Wage of £10.90 per hour from 01/04/2023

HC Spinal Points and Grades	Hourly Rate	Annual Salary (36 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	£10.90	£19,838.00	£20,971.60	£19,892.50	Technical & Practical 1				
7		£10.98	£19,983.60	£21,125.52	£20,038.50					
8	HC2	£11.11	£20,220.20	£21,375.64	£20,275.75	Technical & Practical 2	Personal Care 1	Business Support 1		
9		£11.25	£20,475.00	£21,645.00	£20,531.25					
10	HC3	£11.41	£20,766.20	£21,952.84	£20,823.25					
11		£11.55	£21,021.00	£22,222.20	£21,078.75	Technical & Practical 3	Personal Care 2	Business Support 2	Community 1	
12		£11.70	£21,294.00	£22,510.80	£21,352.50					
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					
15		£12.26	£22,313.20	£23,588.24	£22,374.50	Technical & Practical 4	Personal Care 3	Business Support 3	Community 2	
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					
20		£13.80	£25,116.00	£26,551.20	£25,185.00	Technical & Practical 5	Personal Care 4	Business Support 4	Community 3	
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					
25		£15.36	£27,955.20	£29,552.64	£28,032.00	Technical & Practical 6	Personal Care 5	Business Support 5	Community 4	Professional & Specialist 1
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					
30		£17.38	£31,631.60	£33,439.12	£31,718.50	Technical & Practical 7	Personal Care 6	Business Support 6	Community 5	Professional & Specialist 2
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
39		£22.07	£40,167.40	£42,462.68	£40,277.75					
40		£22.53	£41,004.60	£43,347.72	£41,117.25					Management 1
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
43		£24.64	£44,844.80	£47,407.36	£44,968.00					
44		£25.37	£46,173.40	£48,811.88	£46,300.25					Management 2
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
47		£27.76	£50,523.20	£53,410.24	£50,662.00					
48		£28.57	£51,997.40	£54,968.68	£52,140.25					Management 3
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					