

West Lothian Council

Pay Scale - Pay Award - Effective 01/04/2026 (pay award 3.5%)

Grade 1* (Previously Band A)		
SCP	Hourly	Annual
001	13.52	25,377.58

*Living Wage

Grade 2 (Previously Band B & C)		
SCP	Hourly	Annual
023	14.27	26,785.36
025	14.51	27,235.85

Grade 3 (Previously Band D)		
SCP	Hourly	Annual
029	15.16	28,455.93
031	15.54	29,169.20
033	15.89	29,826.17
035	16.30	30,595.75

Grade 4 (Previously Band E)		
SCP	Hourly	Annual
039	17.12	32,134.92
041	17.37	32,604.18
043	17.84	33,486.39
045	18.12	34,011.96

Grade 5 (Previously Band F)		
SCP	Hourly	Annual
049	19.10	35,851.46
051	19.59	36,771.21
053	20.13	37,784.82
055	20.66	38,779.65

Grade 6 (Previously Band G)		
SCP	Hourly	Annual
059	21.87	41,050.86
061	22.51	42,252.17
063	23.14	43,434.71
065	23.65	44,392.00
066	23.95	44,955.11

Grade 7 (Previously Band H)		
SCP	Hourly	Annual
069	25.01	46,944.77
071	25.73	48,296.24
073	26.26	49,291.07
075	27.05	50,773.93
076	27.45	51,524.75

Grade 8 (Previously Band I)		
SCP	Hourly	Annual
079	28.71	53,889.82
081	29.57	55,504.07
083	30.47	57,193.41
085	31.39	58,920.29
086	31.84	59,764.95

Grade 9 (Previously Band J)		
SCP	Hourly	Annual
088	32.83	61,623.22
090	33.79	63,425.18
092	34.83	65,377.30

Grade 10 (Previously Band K)		
SCP	Hourly	Annual
093	35.33	66,315.82
095	36.41	68,343.03
097	37.52	70,426.54

Grade 11 (Previously Band L)		
SCP	Hourly	Annual
098	38.05	71,421.37
100	39.21	73,598.74
102	40.40	75,832.42

Grade 12 (Previously Band M)		
SCP	Hourly	Annual
104	41.64	78,159.95
106	42.89	80,506.25
108	44.22	83,002.71

Grade 13 (Previously Band N)		
SCP	Hourly	Annual
110	45.51	85,424.09
112	46.89	88,014.41
114	48.33	90,717.34

Agreement based on 36 hour week:

3.5% uplift as per SJC-76 circular