

West Lothian Council

Teachers & Associated Professionals Pay Award 1st August 2025 (4% pay award)

Main Grade			
Point	iTrent		Annual
	Grade	Point	
Probationer	EDPROB	00	34,938
1	EDBTCH	01	41,916
2	EDBTCH	02	44,295
3	EDBTCH	03	46,866
4	EDBTCH	04	49,839
5	EDBTCH	05	52,614
Increments due 1st August			

Chartered Teachers			
Point	iTrent		Annual
	Grade	Point	
1	EDCTCH1	01	54,243
2	EDCTCH2	02	56,070
3	EDCTCH3	03	57,360
4	EDCTCH4	04	59,727
5	EDCTCH5	05	62,115
6	EDCTCH6	06	64,503
No increments due			

Lead Teacher				
Detail	Point	iTrent		Annual
		Grade	Point	
School	1		00	59,727
Local Authority	2		01	76,035
Regional/National	3		02	84,843

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Principal Teachers				
Job Score	Point	iTrent		Annual
		Grade	Point	
0 - 82	1	EDPTCH1	01	57,360
83 - 96	2	EDPTCH2	02	59,727
97 - 110	3	EDPTCH3	03	62,115
111 - 126	4	EDPTCH4	04	64,503
127 - 142	5	EDPTCH5	05	66,894
143 - 159	6	EDPTCH6	06	69,270
160 - 177	7	EDPTCH7	07	71,649
178 - 196	8	EDPTCH8	08	74,028
No increments due				

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Job Score	Headteachers & Deputes			
	Point	iTrent		Annual
		Grade	Point	
0 - 128	1	EDHTCH1	01	65,058
129 - 142	2	EDHTCH2	02	67,059
143 - 157	3	EDHTCH3	03	69,270
158 - 174	4	EDHTCH4	04	71,649
175 - 191	5	EDHTCH5	05	74,028
192 - 205	6	EDHTCH6	06	76,035
206 - 220	7	EDHTCH7	07	78,246
221 - 235	8	EDHTCH8	08	80,451
236 - 250	9	EDHTCH9	09	82,638
251 - 266	10	EDHTCH10	10	84,843
267 - 291	11	EDHTCH11	11	88,509
292 - 317	12	EDHTCH12	12	92,106
318 - 342	13	EDHTCH13	13	95,559
343 - 368	14	EDHTCH14	14	98,973
369 - 406	15	EDHTCH15	15	102,633
407 - 444	16	EDHTCH16	16	107,325
445 - 483	17	EDHTCH17	17	111,057
484 - 521	18	EDHTCH18	18	115,605
522 & over	19	EDHTCH19	19	120,162
No increments due				

Additional hours for full time teachers should be paid at £20.00 per hour using code 043 (Chris21 0399).
This rate won't change unless advised by Customer Services.

Hours for the Compulsory Support Team should be paid at £20.00 per hour using code 044 (Chris21 0400). This rate won't change unless advised by Education.

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Music Instructors			
Point	iTrent		Annual
	Grade	Point	
1	EDMI	01	36,597
2	EDMI	02	38,781
3	EDMI	03	40,971
4	EDMI	04	43,359
5	EDMI	05	46,104
6	EDMI	06	48,645
Increments due 1st August			

Music Instructors (ESSO)			
Point	iTrent		Annual
	Grade	Point	
N/A	EDMIBB	07	53,145.53
Based on previous values as follows:			
Annual Salary Calc		51,101.47	53,145.53
Code 042 (Chris21 0398)		32.31	
Code 007 (Chris21 0397)		6.63	

Psychologist Trainee (Updated 01.04.2025 NMW)			
Point	iTrent		Annual
	Grade	Point	
1	EDPSY	01	22,222
Based on living wage 12.21 X 35 hour week, 52 week year			

Psychologists			
Point	iTrent		Annual
	Grade	Point	
1	EDPSY	01	61,281
2	EDPSY	02	63,567
3	EDPSY	03	66,471
4	EDPSY	04	70,293
5	EDPSY	05	72,516

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6	EDPSY	06	75,093
Based on 35 hour week, 52 week year. Increments due 1st August.			

Senior Psychologists

Point	iTrent		Annual
	Grade	Point	
1	EDPSY	07	79,770
Based on 35 hour week, 52 week year. No incrementss due.			

Principal Psychologists

Point	iTrent		Annual
	Grade	Point	
1	EDPPSY1	01	79,770
2	EDPPSY2	02	81,294
3	EDPPSY3	03	82,908
4	EDPPSY4	04	84,498
5	EDPPSY5	05	86,097
6	EDPPSY6	06	87,663
7	EDPPSY7	07	89,208
8	EDPPSY8	08	90,798
9	EDPPSY9	09	92,358
Based on 35 hour week, 52 week year. No incrementss due.			

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Education Support Officer			
Point	iTrent		Annual
	Grade	Point	
1	EDESO	01	59,727
2	EDESO	02	62,115
3	EDESO	03	64,503
Based on 35 hour week, 52 week year. Increments due 1st August.			

Quality Improvement Officer			
Point	iTrent		Annual
	Grade	Point	
1	EDQIO	01	76,035
2	EDQIO	02	80,451
3	EDQIO	03	84,843
Based on 35 hour week, 52 week year. No increments due.			

Quality Improvement Manager			
Point	iTrent		Annual
	Grade	Point	
1	EDQIM	01	88,509
Based on 35 hour week, 52 week year. No increments due.			

Miscellaneous Posts			
Salaries based on teachers grades at 36 hours per week, 52 weeks per year & APT&C conditions.			
Based on	iTrent		Annual
	Grade	Point	
EDPTCH1 01	EDTG01	01	57,360
EDMI 04	EDTG02	02	43,359
EDHTCH5 05	EDTG03	03	74,028

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EDPTCH7 07	EDTG04	04	71,649
EDBTCH 05	EDTG05	05	52,614
EDPTCH5 05	EDTG06	06	66,894
EDHTCH17 17	EDTG07	07	111,057
EDQIM 01	EDTG08	08	88,509
EDHTCH6 06	EDTG09	09	76,035
EDHTCH8 08	EDTG10	10	80,451
EDHTCH9 09 (52.14 wks)	EDTG11	11	82,638
EDHTCH10 10	EDTG12	12	84,843
EDHTCH12 12	EDTG13	13	92,106
EDHTCH8 08 (52.14 wks)	EDTG14	14	80,451
EDHTCH9 09	EDTG15	15	82,638
EDHTCH10 10	EDTG16	16	84,843
EDQIO 03	EDTG17	17	84,843