

**West Lothian Council**  
**Craft Apprentice - Pay Award - Effective 01/04/2026 (pay award 3.5%)**

<b>Gas / Electrician / Plumber</b>					
<b>Detail</b>	<b>Calculation Detail</b>	<b>Grade</b>	<b>Point</b>	<b>Annual</b>	<b>Hourly</b>
<b>1st Year</b>	EP x 60% (456.77 x 60% x 52.14 + 527.71)	<b>CAPP01</b>	<b>01</b>	<b>14,812.17</b>	<b>7.8912</b>
<b>2nd Year</b>	EP x 80% (456.77 x 80% x 52.14 + 2638.66)	<b>CAPP01</b>	<b>02</b>	<b>21,665.33</b>	<b>11.5423</b>
<b>3rd Year</b>	RLW or GRB1 (13.52 x 36 x 52.14)	<b>CAPP01</b>	<b>03</b>	<b>25,377.58</b>	<b>13.5200</b>
<b>4th Year</b>	EP x 85% (456.77 x 85% x 52.14 + 7909.05)	<b>CAPP01</b>	<b>04</b>	<b>28,076.36</b>	<b>14.9578</b>

<b>Joiner / Plasterer /Slater / Painter / Bricklayer</b>					
<b>Detail</b>	<b>Calculation Detail</b>	<b>Grade</b>	<b>Point</b>	<b>Annual</b>	<b>Hourly</b>
<b>1st Year</b>	CR x 60% (438.85 x 60% x 52.14 + 505.11) <b>Minimum Apprentice rate uplift</b>	<b>CAPP02</b>	<b>05</b>	<b>14,732.18</b>	<b>7.8486</b>
<b>2nd Year</b>	CR x 70% (438.85 x 70% x 52.14 + 2525.64)	<b>CAPP02</b>	<b>06</b>	<b>19,191.66</b>	<b>10.2244</b>
<b>3rd Year</b>	RLW or GRB1 (13.52 x 36 x 52.14)	<b>CAPP01</b>	<b>07</b>	<b>25,377.58</b>	<b>13.5200</b>
<b>4th Year</b>	CR x 89.5% (438.85 x 89.5% x 52.14 + 7614.55)	<b>CAPP02</b>	<b>08</b>	<b>29,076.73</b>	<b>15.4907</b>

<b>Mechanic</b>					
<b>Detail</b>	<b>Calculation Detail</b>	<b>Grade</b>	<b>Point</b>	<b>Annual</b>	<b>Hourly</b>
<b>1st Year</b>	EC x 60% (466.30 x 60% x 52.14)	<b>CAPP03</b>	<b>09</b>	<b>15,098.41</b>	<b>8.0437</b>
<b>2nd Year</b>	EC x 80% (466.30 x 80% x 52.14)	<b>CAPP03</b>	<b>10</b>	<b>20,131.22</b>	<b>10.7250</b>
<b>3rd Year</b>	RLW or GRB1 (13.52 x 36 x 52.14)	<b>CAPP01</b>	<b>11</b>	<b>25,377.58</b>	<b>13.5200</b>
<b>4th Year</b>	RLW or GRB1 (13.52 x 36 x 52.14)	<b>CAPP01</b>	<b>12</b>	<b>25,377.58</b>	<b>13.5200</b>

Living wage increase applied 01/04/2026