

West Lothian Council

Pay Scale - Pay Award - Effective 01/04/2025 (**real living wage only**)

Grade 1* (Previously Band A)		
SCP	Hourly	Annual
001	12.60	23,650.70

***Living Wage**

Grade 2 (Previously Band B & C)		
SCP	Hourly	Annual
023	13.26	24,889.55
025	13.48	25,302.50

Grade 3 (Previously Band D)		
SCP	Hourly	Annual
029	14.09	26,447.49
031	14.43	27,085.69
033	14.76	27,705.11
035	15.14	28,418.39

Grade 4 (Previously Band E)		
SCP	Hourly	Annual
039	15.90	29,844.94
041	16.13	30,276.66
043	16.58	31,121.32
045	16.84	31,609.35

Grade 5 (Previously Band F)		
SCP	Hourly	Annual
049	17.74	33,298.69
051	18.20	34,162.13
053	18.70	35,100.65
055	19.19	36,020.40

Grade 6 (Previously Band G)		
SCP	Hourly	Annual
059	20.32	38,141.45
061	20.91	39,248.91
063	21.50	40,356.36
065	21.97	41,238.57
066	22.25	41,764.14

Grade 7 (Previously Band H)		
SCP	Hourly	Annual
069	23.23	43,603.64
071	23.90	44,861.26
073	24.39	45,781.01
075	25.13	47,170.02
076	25.50	47,864.52

Grade 8 (Previously Band I)		
SCP	Hourly	Annual
079	26.67	50,060.66
081	27.47	51,562.29
083	28.31	53,139.00
085	29.16	54,734.49
086	29.58	55,522.84

Grade 9 (Previously Band J)		
SCP	Hourly	Annual
088	30.50	57,249.72
090	31.39	58,920.29
092	32.36	60,741.01

Grade 10 (Previously Band K)		
SCP	Hourly	Annual
093	32.83	61,623.22
095	33.83	63,500.26
097	34.86	65,433.61

Grade 11 (Previously Band L)		
SCP	Hourly	Annual
098	35.35	66,353.36
100	36.42	68,361.80
102	37.53	70,445.31

Grade 12 (Previously Band M)		
SCP	Hourly	Annual
104	38.68	72,603.91
106	39.85	74,800.04
108	41.08	77,108.80

Grade 13 (Previously Band N)		
SCP	Hourly	Annual
110	42.28	79,361.25
112	43.56	81,763.86
114	44.90	84,279.10

Agreement based on 36 hour week:

£0.67 at each SCP or 3.6% uplift (whichever is higher)

Living Wage increase applied 01/04/2025