

# West Lothian Council

## Teachers & Associated Professionals Pay Award 1st April 2026 (rising 4.25% pay award)

Main Grade			
Point	iTrent		Annual
	Grade	Point	
Probationer	EDPROB	00	35,022
1	EDBTCH	01	42,018
2	EDBTCH	02	44,400
3	EDBTCH	03	46,977
4	EDBTCH	04	49,959
5	EDBTCH	05	52,740
Increments due 1st August			

Chartered Teachers			
Point	iTrent		Annual
	Grade	Point	
1	EDCTCH1	01	54,375
2	EDCTCH2	02	56,205
3	EDCTCH3	03	57,498
4	EDCTCH4	04	59,871
5	EDCTCH5	05	62,265
6	EDCTCH6	06	64,659
No increments due			

Lead Teacher				
Detail	Point	iTrent		Annual
		Grade	Point	
School	1		00	59,871
Local Authority	2		01	76,218
Regional/National	3		02	85,047

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Principal Teachers				
Job Score	Point	iTrent		Annual
		Grade	Point	
0 - 82	1	EDPTCH1	01	57,498
83 - 96	2	EDPTCH2	02	59,871
97 - 110	3	EDPTCH3	03	62,265
111 - 126	4	EDPTCH4	04	64,659
127 - 142	5	EDPTCH5	05	67,053
143 - 159	6	EDPTCH6	06	69,438
160 - 177	7	EDPTCH7	07	71,820
178 - 196	8	EDPTCH8	08	74,205
No increments due				

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Headteachers & Deputes				
Job Score	Point	iTrent		Annual
		Grade	Point	
0 - 128	1	EDHTCH1	01	65,214
129 - 142	2	EDHTCH2	02	67,218
143 - 157	3	EDHTCH3	03	69,438
158 - 174	4	EDHTCH4	04	71,820
175 - 191	5	EDHTCH5	05	74,205
192 - 205	6	EDHTCH6	06	76,218
206 - 220	7	EDHTCH7	07	78,435
221 - 235	8	EDHTCH8	08	80,646
236 - 250	9	EDHTCH9	09	82,839
251 - 266	10	EDHTCH10	10	85,047
267 - 291	11	EDHTCH11	11	88,722
292 - 317	12	EDHTCH12	12	92,328
318 - 342	13	EDHTCH13	13	95,790
343 - 368	14	EDHTCH14	14	99,210
369 - 406	15	EDHTCH15	15	102,879
407 - 444	16	EDHTCH16	16	107,583
445 - 483	17	EDHTCH17	17	111,324
484 - 521	18	EDHTCH18	18	115,884
522 & over	19	EDHTCH19	19	120,450
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	36,687
2	EDMI	02	38,874
3	EDMI	03	41,070
4	EDMI	04	43,464
5	EDMI	05	46,215
6	EDMI	06	48,762
Increments due 1st August			

Music Instructors (ESSO)			
Point	iTrent		Annual
	Grade	Point	
N/A	EDMIBB	07	53,278.39
Based on previous values as follows:			
Annual Salary Calc	53,145.53		53,278.39
Code 042 (Chris21 0398)		32.39	
Code 007 (Chris21 0397)		6.64	

Psychologist Trainee (Updated 01.04.2026 NMW)			
Point	iTrent		Annual
	Grade	Point	
1	EDPSY	01	23,132
Based on living wage 12.21 X 35 hour week, 52 week year			

Psychologists			
Point	iTrent		Annual
	Grade	Point	
1	EDPSY	01	61,428
2	EDPSY	02	63,720
3	EDPSY	03	66,630
4	EDPSY	04	70,464

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5	EDPSY	05	72,690
6	EDPSY	06	75,273
Based on 35 hour week, 52 week year. Increments due 1st August.			

### Senior Psychologists

Point	iTrent		Annual
	Grade	Point	
1	EDSPSY	07	79,962
Based on 35 hour week, 52 week year. No increments due.			

### Principal Psychologists

Point	iTrent		Annual
	Grade	Point	
1	EDPPSY1	01	79,962
2	EDPPSY2	02	81,489
3	EDPPSY3	03	83,106
4	EDPPSY4	04	84,702
5	EDPPSY5	05	86,304
6	EDPPSY6	06	87,873
7	EDPPSY7	07	89,421
8	EDPPSY8	08	91,017
9	EDPPSY9	09	92,580
Based on 35 hour week, 52 week year. No increments due.			

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Education Support Officer			
Point	iTrent		Annual
	Grade	Point	
1	EDES0	01	59,871
2	EDES0	02	62,265
3	EDES0	03	64,659

Based on 35 hour week, 52 week year.  
Increments due 1st August.

Quality Improvement Officer			
Point	iTrent		Annual
	Grade	Point	
1	EDQIO	01	76,218
2	EDQIO	02	80,646
3	EDQIO	03	85,047

Based on 35 hour week, 52 week year.  
No increments due.

Quality Improvement Manager			
Point	iTrent		Annual
	Grade	Point	
1	EDQIM	01	88,722

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	57,498
EDMI 04	EDTG02	02	43,464

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EDHTCH5 05	EDTG03	03	74,205
EDPTCH7 07	EDTG04	04	71,820
EDBTCH 05	EDTG05	05	52,740
EDPTCH5 05	EDTG06	06	67,053
EDHTCH17 17	EDTG07	07	111,324
EDQIM 01	EDTG08	08	88,722
EDHTCH6 06	EDTG09	09	76,218
EDHTCH8 08	EDTG10	10	80,646
EDHTCH9 09 (52.14 wks)	EDTG11	11	82,839
EDHTCH10 10	EDTG12	12	85,047
EDHTCH12 12	EDTG13	13	92,328
EDHTCH8 08 (52.14 wks)	EDTG14	14	80,646
EDHTCH9 09	EDTG15	15	82,839
EDHTCH10 10	EDTG16	16	85,047
EDQIO 03	EDTG17	17	85,047