

West Lothian Council

Teachers & Associated Professionals Pay Award 1st April 2025 (**minimum wage only**)

Main Grade			
Point	iTrent		Annual
	Grade	Point	
Probationer	EDPROB	00	33,594
1	EDBTCH	01	40,305
2	EDBTCH	02	42,591
3	EDBTCH	03	45,063
4	EDBTCH	04	47,922
5	EDBTCH	05	50,589
Increments due 1st August			

Chartered Teachers			
Point	iTrent		Annual
	Grade	Point	
1	EDCTCH1	01	52,158
2	EDCTCH2	02	53,913
3	EDCTCH3	03	55,155
4	EDCTCH4	04	57,429
5	EDCTCH5	05	59,727
6	EDCTCH6	06	62,022
No increments due			

Lead Teacher				
Detail	Point	iTrent		Annual
		Grade	Point	
School	1		00	57,429
Local Authority	2		01	73,110
Regional/National	3		02	81,579

Principal Teachers				
Job Score	Point	iTrent		Annual
		Grade	Point	
0 - 82	1	EDPTCH1	01	55,155
83 - 96	2	EDPTCH2	02	57,429
97 - 110	3	EDPTCH3	03	59,727
111 - 126	4	EDPTCH4	04	62,022
127 - 142	5	EDPTCH5	05	64,320
143 - 159	6	EDPTCH6	06	66,606
160 - 177	7	EDPTCH7	07	68,892
178 - 196	8	EDPTCH8	08	71,181
No increments due				

West Lothian Council

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Job Score	Headteachers & Deputes			
	Point	iTrent		Annual
		Grade	Point	
0 - 128	1	EDHTCH1	01	62,556
129 - 142	2	EDHTCH2	02	64,479
143 - 157	3	EDHTCH3	03	66,606
158 - 174	4	EDHTCH4	04	68,892
175 - 191	5	EDHTCH5	05	71,181
192 - 205	6	EDHTCH6	06	73,110
206 - 220	7	EDHTCH7	07	75,237
221 - 235	8	EDHTCH8	08	77,358
236 - 250	9	EDHTCH9	09	79,461
251 - 266	10	EDHTCH10	10	81,579
267 - 291	11	EDHTCH11	11	85,104
292 - 317	12	EDHTCH12	12	88,563
318 - 342	13	EDHTCH13	13	91,884
343 - 368	14	EDHTCH14	14	95,166
369 - 406	15	EDHTCH15	15	98,685
407 - 444	16	EDHTCH16	16	103,197
445 - 483	17	EDHTCH17	17	106,785
484 - 521	18	EDHTCH18	18	111,159
522 & over	19	EDHTCH19	19	115,539
No increments due				

Additional hours for full time teachers should be paid at £16.99 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.

West Lothian Council
Teachers & Associated Professionals Pay Award 1st April 2025 (minimum wage only)

Music Instructors			
Point	iTrent		Annual
	Grade	Point	
1	EDMI	01	35,190
2	EDMI	02	37,290
3	EDMI	03	39,396
4	EDMI	04	41,691
5	EDMI	05	44,331
6	EDMI	06	46,773
Increments due 1st August			

Music Instructors (ESSO)			
Point	iTrent		Annual
	Grade	Point	
N/A	EDMIBB	07	51,101.47
Based on previous values as follows:			
Annual Salary Calc		49,008.79	51,101.47
Code 042 (Chris21 0398)		31.06	
Code 007 (Chris21 0397)		6.37	

West Lothian Council

Teachers & Associated Professionals Pay Award 1st April 2025 (minimum wage only)

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	
0	EDPSY	00	56,763
1	EDPSY	01	58,923
2	EDPSY	02	61,122
3	EDPSY	03	63,915
4	EDPSY	04	67,590
5	EDPSY	05	69,726
6	EDPSY	06	72,204

Based on 35 hour week, 52 week year.

Increments due 1st August.

Senior Psychologists

Point	iTrent		Annual
	Grade	Point	
1	EDSPSY	07	76,701

Based on 35 hour week, 52 week year.

No increments due.

Principal Psychologists

Point	iTrent		Annual
	Grade	Point	
1	EDPPSY1	01	76,701
2	EDPPSY2	02	78,168
3	EDPPSY3	03	79,719
4	EDPPSY4	04	81,249
5	EDPPSY5	05	82,785

West Lothian Council

Teachers & Associated Professionals Pay Award 1st April 2025 (minimum wage only)

6	EDPPSY6	06	84,291
7	EDPPSY7	07	85,776
8	EDPPSY8	08	87,306
9	EDPPSY9	09	88,806

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

Education Support Officer

Point	iTrent		Annual
	Grade	Point	
1	EDES0	01	57,429
2	EDES0	02	59,727
3	EDES0	03	62,022

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

Quality Improvement Officer

Point	iTrent		Annual
	Grade	Point	
1	EDQIO	01	73,110
2	EDQIO	02	77,358
3	EDQIO	03	81,579

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

West Lothian Council

Teachers & Associated Professionals Pay Award 1st April 2025 (minimum wage only)

Quality Improvement Manager			
Point	iTrent		Annual
	Grade	Point	
1	EDQIM	01	85,104
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	55,155
EDMI 04	EDTG02	02	41,691
EDHTCH5 05	EDTG03	03	71,181
EDPTCH7 07	EDTG04	04	68,892
EDBTCH 05	EDTG05	05	50,589
EDPTCH5 05	EDTG06	06	64,320
EDHTCH17 17	EDTG07	07	106,785
EDQIM 01	EDTG08	08	85,104
EDHTCH6 06	EDTG09	09	73,110
EDHTCH8 08	EDTG10	10	77,358
EDHTCH9 09 (52.14 wks)	EDTG11	11	79,461
EDHTCH10 10	EDTG12	12	81,579
EDHTCH12 12	EDTG13	13	88,563
EDHTCH8 08 (52.14 wks)	EDTG14	14	77,358
EDHTCH9 09	EDTG15	15	79,461
EDHTCH10 10	EDTG16	16	81,579
EDQIO 03	EDTG17	17	81,579