

West Lothian Council

Teachers & Associated Professionals Pay Award 1st August 2026 (3.25% pay award)

Main Grade			
Point	iTrent		Annual
	Grade	Point	
Probationer	EDPROB	00	36,159
1	EDBTCH	01	43,383
2	EDBTCH	02	45,843
3	EDBTCH	03	48,504
4	EDBTCH	04	51,582
5	EDBTCH	05	54,453
Increments due 1st August			

Chartered Teachers			
Point	iTrent		Annual
	Grade	Point	
1	EDCTCH1	01	56,142
2	EDCTCH2	02	58,032
3	EDCTCH3	03	59,367
4	EDCTCH4	04	61,818
5	EDCTCH5	05	64,290
6	EDCTCH6	06	66,759
No increments due			

Lead Teacher				
Detail	Point	iTrent		Annual
		Grade	Point	
School	1		00	61,818
Local Authority	2		01	78,696
Regional/National	3		02	87,810

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Principal Teachers				
Job Score	Point	iTrent		Annual
		Grade	Point	
0 - 82	1	EDPTCH1	01	59,367
83 - 96	2	EDPTCH2	02	61,818
97 - 110	3	EDPTCH3	03	64,290
111 - 126	4	EDPTCH4	04	66,759
127 - 142	5	EDPTCH5	05	69,231
143 - 159	6	EDPTCH6	06	71,694
160 - 177	7	EDPTCH7	07	74,154
178 - 196	8	EDPTCH8	08	76,617
No increments due				

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Headteachers & Deputes				
Job Score	Point	iTrent		Annual
		Grade	Point	
0 - 128	1	EDHTCH1	01	67,332
129 - 142	2	EDHTCH2	02	69,402
143 - 157	3	EDHTCH3	03	71,694
158 - 174	4	EDHTCH4	04	74,154
175 - 191	5	EDHTCH5	05	76,617
192 - 205	6	EDHTCH6	06	78,696
206 - 220	7	EDHTCH7	07	80,985
221 - 235	8	EDHTCH8	08	83,268
236 - 250	9	EDHTCH9	09	85,530
251 - 266	10	EDHTCH10	10	87,810
267 - 291	11	EDHTCH11	11	91,605
292 - 317	12	EDHTCH12	12	95,328
318 - 342	13	EDHTCH13	13	98,904
343 - 368	14	EDHTCH14	14	102,435
369 - 406	15	EDHTCH15	15	106,224
407 - 444	16	EDHTCH16	16	111,078
445 - 483	17	EDHTCH17	17	114,942
484 - 521	18	EDHTCH18	18	119,649
522 & over	19	EDHTCH19	19	124,365
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	37,878
2	EDMI	02	40,137
3	EDMI	03	42,405
4	EDMI	04	44,877
5	EDMI	05	47,718
6	EDMI	06	50,346
Increments due 1st August			

Music Instructors (ESSO)			
Point	iTrent		Annual
	Grade	Point	
N/A	EDMIBB	07	55,009.94
Based on previous values as follows:			
Annual Salary Calc		53,278.39	55,009.94
Code 042 (Chris21 0398)		33.44	
Code 007 (Chris21 0397)		6.86	

Psychologist Trainee (Updated 01.04.2026 NMW)			
Point	iTrent		Annual
	Grade	Point	
1	EDPSY	01	23,132
Based on living wage 12.71 X 35 hour week, 52 week year			

Psychologists			
Point	iTrent		Annual
	Grade	Point	
1	EDPSY	01	63,423
2	EDPSY	02	65,790
3	EDPSY	03	68,796
4	EDPSY	04	72,753

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5	EDPSY	05	75,051
6	EDPSY	06	77,718
Based on 35 hour week, 52 week year. Increments due 1st August.			

Senior Psychologists

Point	iTrent		Annual
	Grade	Point	
1	EDSPSY	07	82,560
Based on 35 hour week, 52 week year. No increments due.			

Principal Psychologists

Point	iTrent		Annual
	Grade	Point	
1	EDPPSY1	01	82,560
2	EDPPSY2	02	84,138
3	EDPPSY3	03	85,806
4	EDPPSY4	04	87,456
5	EDPPSY5	05	89,109
6	EDPPSY6	06	90,729
7	EDPPSY7	07	92,328
8	EDPPSY8	08	93,975
9	EDPPSY9	09	95,589
Based on 35 hour week, 52 week year. No increments due.			

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Education Support Officer			
Point	iTrent		Annual
	Grade	Point	
1	EDESO	01	61,818
2	EDESO	02	64,290
3	EDESO	03	66,759
Based on 35 hour week, 52 week year. Increments due 1st August.			

Quality Improvement Officer			
Point	iTrent		Annual
	Grade	Point	
1	EDQIO	01	78,696
2	EDQIO	02	83,268
3	EDQIO	03	87,810
Based on 35 hour week, 52 week year. No increments due.			

Quality Improvement Manager			
Point	iTrent		Annual
	Grade	Point	
1	EDQIM	01	91,605
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	59,367
EDMI 04	EDTG02	02	44,877

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EDHTCH5 05	EDTG03	03	76,617
EDPTCH7 07	EDTG04	04	74,154
EDBTCH 05	EDTG05	05	54,453
EDPTCH5 05	EDTG06	06	69,231
EDHTCH17 17	EDTG07	07	114,942
EDQIM 01	EDTG08	08	91,605
EDHTCH6 06	EDTG09	09	78,696
EDHTCH8 08	EDTG10	10	83,268
EDHTCH9 09 (52.14 wks)	EDTG11	11	85,530
EDHTCH10 10	EDTG12	12	87,810
EDHTCH12 12	EDTG13	13	95,328
EDHTCH8 08 (52.14 wks)	EDTG14	14	83,268
EDHTCH9 09	EDTG15	15	85,530
EDHTCH10 10	EDTG16	16	87,810
EDQIO 03	EDTG17	17	87,810