

**West Lothian Council**  
**Apprentices (Red Book)**  
**Pay Award - Effective 01/04/2026 (pay award 3.5%)**

Horticultural					
Detail	Calculation Detail	Grade	Point	Annual	Hourly
1st Year	Grade 3 029 x 60%	APP01	01	17,073.56	9.10
2nd Year	Grade 3 029 x 80%	APP01	02	22,764.74	12.13
3rd Year	Grade 01 or RLW uplift	APP01	03	25,377.58	13.52

Roads					
Detail	Calculation Detail	Grade	Point	Annual	Hourly
1st Year	Grade 3 029 x 60%	APP02	04	17,073.56	9.10
2nd Year	Grade 3 029 x 80%	APP02	05	22,764.74	12.13
3rd Year	Grade 3 029 x 85% or RLW uplift	APP02	06	25,377.58	13.52
<b>Apprentice Roads staff also receive 7.5% shift allowance at each year</b>					

Modern Apprenticeship Grade 1					
Detail	Calculation Detail	Grade	Point	Annual	Hourly
1st Year	Grade 1 001 x 60% or Minimum apprentice Wage uplift	APP03	07	15,226.55	8.11
2nd Year (first 6 months)	Grade 1 001 x 85%	APP03	08	21,570.94	11.49
2nd Year (last 6 months)	Grade 01 or RLW uplift	APP03	09	25,377.58	13.52

Modern Apprenticeship Grade 2					
Detail	Calculation Detail	Grade	Point	Annual	Hourly
1st Year	Grade 2 023 x 60%	APP04	10	16,071.22	8.56
2nd Year (first 6 months)	Grade 2 023 x 85%	APP04	11	22,767.56	12.13
2nd Year (last 6 months)	Grade 01 or RLW uplift	APP04	12	25,377.58	13.52

Modern Apprenticeship Grade 3					
Detail	Calculation Detail	Grade	Point	Annual	Hourly
1st Year	Grade 3 029 x 60%	APP05	13	17,073.56	9.10
2nd Year (first 6 months)	Grade 3 029 x 85%	APP05	14	24,187.54	12.89
2nd Year (last 6 months)	Grade 01 or RLW uplift	APP05	15	25,377.58	13.52

Job Funded Post/Interns					
Detail	Calculation Detail	Grade	Point	Annual	Hourly
Interns	£1250 OVER 4 WEEKS	INTERN	05	16,292.71	8.68
6 Mth Post	Real Living Wage	JF 6	06	25,246.19	13.45

Living wage increase applied 01/04/2026