

**West Lothian Council**  
**Apprentices (Red Book)**  
**Pay Award - Effective 01/04/2025 (pay award 4%)**

Horticultural					
Detail	Calculation Detail	Grade	Point	Annual	Hourly
1st Year	Grade 3 029 x 60%	APP01	01	16,499.18	8.79
2nd Year	Grade 3 029 x 80%	APP01	02	21,998.91	11.72
3rd Year	Grade 01 or RLW uplift	APP01	03	24,514.14	13.06

Roads					
Detail	Calculation Detail	Grade	Point	Annual	Hourly
1st Year	Grade 3 029 x 60%	APP02	04	16,499.18	8.79
2nd Year	Grade 3 029 x 80%	APP02	05	21,998.91	11.72
3rd Year	Grade 3 029 x 85% or RLW uplift	APP02	06	24,514.14	13.06
Apprentice Roads staff also receive 7.5% shift allowance at each year					

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	14,708.49	7.84
2nd Year (first 6 months)	Grade 1 001 x 85%	APP03	08	20,837.02	11.10
2nd Year (last 6 months)	Grade 01 or RLW uplift	APP03	09	24,514.14	13.06

Modern Apprenticeship Grade 2					
Detail	Calculation Detail	Grade	Point	Annual	Hourly
1st Year	Grade 2 023 x 60%	APP04	10	15,530.63	8.27
2nd Year (first 6 months)	Grade 2 023 x 85%	APP04	11	22,001.72	11.72
2nd Year (last 6 months)	Grade 01 or RLW uplift	APP04	12	24,514.14	13.06

Modern Apprenticeship Grade 3					
Detail	Calculation Detail	Grade	Point	Annual	Hourly
1st Year	Grade 3 029 x 60%	APP05	13	16,499.18	8.79
2nd Year (first 6 months)	Grade 3 029 x 85%	APP05	14	23,373.84	12.45
2nd Year (last 6 months)	Grade 01 or RLW uplift	APP05	15	24,514.14	13.06

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	23,650.70	12.60

Living wage increase applied 01/04/2025