

West Lothian Council
Craft Apprentice - Pay Award - Effective 01/04/2026 (pay award 3.5% & RLW)

Gas / Electrician / Plumber					
Detail	Calculation Detail	Grade	Point	Annual	Hourly
1st Year	EP x 60% (454.41 x 60% x 52.14 + 522.46) Minimum Apprentice rate uplift	CAPP01	01	15,016.32	8.0000
2nd Year	EP x 80% (454.41 x 80% x 52.14 + 2612.38)	CAPP01	02	21,566.73	11.4898
3rd Year	RLW or GRB1 (13.52 x 36 x 52.14)	CAPP01	03	25,377.58	13.5200
4th Year	EP x 85% (454.41 x 85% x 52.14 + 7832.61)	CAPP01	04	27,971.60	14.9020

Joiner / Plasterer /Slater / Painter / Bricklayer					
Detail	Calculation Detail	Grade	Point	Annual	Hourly
1st Year	CR x 60% (436.58 x 60% x 52.14 + 522.79) Minimum Apprentice rate uplift	CAPP02	05	15,016.32	8.0000
2nd Year	CR x 70% (436.58 x 70% x 52.14 + 2614.03)	CAPP02	06	19,105.87	10.1787
3rd Year	RLW or GRB1 (13.52 x 36 x 52.14)	CAPP02	07	25,377.58	13.5200
4th Year	CR x 89.5% (436.58 x 89.5% x 52.14 + 7881.06)	CAPP02	08	28,967.04	15.4323

Mechanic					
Detail	Calculation Detail	Grade	Point	Annual	Hourly
1st Year	EC x 60% (466.03 x 60% x 52.14)	CAPP03	09	15,089.71	8.0391
2nd Year	EC x 80% (466.03 x 80% x 52.14)	CAPP03	10	20,119.61	10.7188
3rd Year	RLW or GRB1 (13.52 x 36 x 52.14)	CAPP03	11	25,377.58	13.5200
4th Year	RLW or GRB1 (13.52 x 36 x 52.14)	CAPP03	12	25,377.58	13.5200

Living wage increase applied 01/04/2026