

PERTH & KINROSS COUNCIL CRAFT SALARY SCALES

1 April 2025 to 31 March 2027

Building Services Craft			From 1 April 2025 (4% increase) or RLW	From 1 April 2026 (3.5% increase) or RLW
Post	Hours per week	% of Qualified Craftsman	Annual Salary	Annual Salary
Craft Team Leader	37	n/a	£40,661.23	£42,084.37
Chargehand Advanced/Approved Operative	37	n/a	£37,763.47	£39,085.19
Advanced Plumber/Approved Electrician	37	n/a	£35,404.80	£36,643.97
Chargehand Craft Operative	37	n/a	£34,943.95	£36,166.99
Joiner/Plumber/Electrician/Mason (Qualified Craftsman)	37	n/a	£32,782.31	£33,929.69
Fencer	37	n/a	£30,879.89	£31,960.69
Labourer/Stores Operative	37	n/a	£28,643.82	£29,646.35
1st Year Apprentice - Plumber/Electrician	37	50% or RLW	£24,307.67	TBC
2nd Year Apprentice - Plumber/Electrician	37	70% or RLW	£24,307.67	TBC
3rd Year Apprentice - Plumber/Electrician	37	80%	£26,225.85	£27,143.75
4th Year Apprentice - Plumber/Electrician	37	85%	£27,864.96	£28,840.23
Building Apprentice (on completion of skills test)	37	95%	£31,143.20	£32,233.21
1st Year Building Apprentice - Joiner/Mason/Plasterer/Painter/Slater	37	50% or RLW	£24,307.67	TBC
2nd Year Building Apprentice - Joiner/Mason/Plasterer/Painter/Slater	37	60% or RLW	£24,307.67	TBC
3rd Year Building Apprentice - Joiner/Mason/Plasterer/Painter/Slater	37	70% or RLW	£24,307.67	TBC
4th Year Building Apprentice - Joiner/Mason/Plasterer/Painter/Slater	37	89.50%	£29,340.17	£30,367.08

Standby Duty Payments	From 1 April 2025 (4% increase)	From 1 April 2026 (3.5% increase)
FULL WEEK	£113.84	£117.84
MON - FRI	£11.35	£11.75
SAT	£24.18	£25.03
SUN	£32.91	£34.06
PUBLIC HOLIDAY ADDITIONAL PAYMENT WHEN ON FULL WEEK STANDBY	£21.38	£22.13
CALL OUT	£16.93	£17.52

Engineering Craft			From 1 April 2025 (4% increase) or RLW	From 1 April 2026 (3.5% increase) or RLW
Post	Hours Per Week	% of Qualified Mechanic	Annual Salary	
1st Year Engineering Apprentice	36	50% of SCP 46 or RLW	£23,650.70	TBC
2nd Year Engineering Apprentice	36	70% of SCP 46 or RLW	£23,650.70	TBC
3rd Year Engineering Apprentice	36	80% of SCP 46	£26,616.43	£27,536.18
4th Year Engineering Apprentice	36	85% of SCP 46	£28,268.22	£29,263.05

Apprentices receive either (a) % of qualified salary rate or (b) Real Living Wage - whichever is higher

01.04.25: The Real Living Wage of £12.60 per hour is currently higher than a percentage of the qualified salary rate therefore no change to Annual Salary for some Apprentices above.
Cannot project future earnings until the new RLW rate is announced.