SJIB Circular 07/2021

30 April 2021

**To: All SJIB and SELECT Members**

Dear Sir/Madam,

National Minimum Wage (NMW) and National Living Wage (NLW) Rates

The Government has announced that the National Minimum Wage (NMW) rates will increase on 1 April 2021. In addition, the age at which the National Living Wage (NLW) becomes payable has been lowered to 23.

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| **Age** | **Pay per hour** |
| 23 and over | £8.91 (NLW) |
| 21 to 22 | £8.36 |
| 18 to 20 | £6.56 |
| 16 to 17 | £4.62 |
| Apprentice | £4.30 |

The SJIB has agreed contractual rates which Electrical Installation Apprentices should be paid. **The current SJIB rates of pay can be viewed at** [www.sjib.org.uk](http://www.sjib.org.uk)**.**

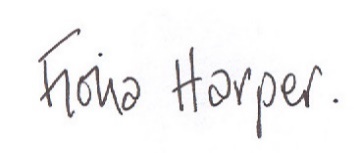
Apprentices under 19 years, or over 19 years if they are in the first year of their apprenticeship, should receive a NMW payment of £4.30 per hour.

**For Operatives, Apprentices and Adult Trainees who are paid in accordance with the SJIB National Working Rules, there is no need to take any action. However, Stage 2 Apprentices who are aged between 21 and 22 should be paid in accordance with the NMW rates above. Stage 2 Apprentices who are aged 23 and over should be paid the National Living Wage.**

**If you employ staff under other terms and conditions, you should ensure that the hourly rates meet the minimum rates.**

Members wishing further information should contact the SJIB on 0131 445 9216 or email [fiona.cornwall@sjib.org.uk](mailto:fiona.cornwall@sjib.org.uk).

Yours faithfully,

Fiona Harper Pat Rafferty Alick Smith

The Secretary For UNITE the Union For SELECT