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SJIB Circular 10/2024  
18 December 2024

**To: All SJIB and SELECT Members**

Dear Sir/Madam,

### **National Minimum Wage (NMW) and National Living Wage (NLW) Rates from 1 April 2025**

The UK Government has announced that the National Minimum Wage (NMW) and National Living Wage (NLW) rates will increase on 1 April 2025.

Age	Pay per hour
21 and over	£12.21 (NLW)
18 to 20	£10.00
16 to 17	£7.55
Apprentice	£7.55

The SJIB has agreed contractual rates which Electrical Installation Apprentices should be paid. The current SJIB rates of pay can be viewed [here](#) and will be **effective from 6 January 2025**.

The SJIB contractual rates apply to all Apprentices, regardless of age during the first 12 months of the apprenticeship. After the first 12 months, when the National Minimum Wage/National Living Wage is higher than the negotiated rates, the National Minimum Wage/National Living Wage will take precedence, depending on the age of the Apprentice.

If you employ any operatives and staff under other terms and conditions, we recommend that you ensure their hourly rates at least meet the minimum rates.

Members wishing further information should email [generalenquiries@sjib.org.uk](mailto:generalenquiries@sjib.org.uk).

Yours faithfully,

Catherine Gillon  
The Secretary

Derek Thomson  
For UNITE the Union

Alick Smith  
For SELECT