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SJIB Circular 05/2025  
12 December 2025

**To: All SJIB and SELECT Members**

Dear Sir/Madam,

### **National Minimum Wage (NMW) and National Living Wage (NLW) Rates from 1 April 2026**

The UK Government has announced that the National Minimum Wage (NMW) and National Living Wage (NLW) rates will increase on **1 April 2026**.

Age	Pay per hour
21 and over	£12.71 (NLW)
18 to 20	£10.85
16 to 17	£8.00
Apprentice	£8.00

The SJIB has agreed contractual rates which Electrical Installation Apprentices should be paid. The current SJIB rates of pay can be viewed [here](#) and are **effective from 5 January 2026**.

The SJIB Stage 1 Apprentice Rate (or National Apprentice Rate if this is higher) applies to all Apprentices for the first 12 months of their Apprenticeship. After the first 12 months, SJIB Stage Rates will apply **unless** the Apprentice is eligible for a higher National Minimum Wage/ National Living Wage due to their age.

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

Susan Fitzgerald  
For UNITE the Union

Alick Smith  
For SELECT