



Established in 1969 by the constituent parties - THE ELECTRICAL CONTRACTORS' ASSOCIATION OF SCOTLAND (now 'SELECT') and UNITE THE UNION

SCOTTISH JOINT INDUSTRY BOARD FOR THE ELECTRICAL CONTRACTING INDUSTRY

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SJIB Circular 03/2018

23 February 2018

To all SELECT and SJIB Members

Dear Sir/Madam,

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

On 1 April 2018, the Government announced that the National Minimum Wage (NMW) rates had increased.

- Employees aged between 21 and 24 years - £7.38 per hour.
- Employees aged between 18 and 20 years - £5.90 per hour.
- Employees aged between 16 and 17 years - £4.20 per hour.
- Apprentices under 19 years, or over 19 years if they are in the first year of their apprenticeship, should receive a NMW payment of £3.70 per hour. Please note, the SJIB has agreed contractual rates which apprentices should be paid.
- Employees aged 25 and over must receive at least the National Living Wage payment of £7.83 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 between 21 and 24 should be paid in accordance with the NMW. Stage 2 Apprentices who are over 25 should be paid the National Living Wage. The current SJIB rates of pay can be viewed at www.sjib.org.uk.

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.

Yours faithfully,

Fiona Harper
The Secretary

Pat Rafferty
For UNITE the Union

Alick Smith
For SELECT

