



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 06/2016

28 October 2016

To all SELECT and SJIB Members

Dear Sir/Madam,

### **Increase to National Minimum Wage Rates**

The Government has announced that the National Minimum Wage (NMW) rates have increased.

From 1 October 2016 the following rates applied:

- Employees aged between 21 and 24 years - £6.95 per hour.
- Employees aged between 18 and 20 years - £5.55 per hour.
- Employees who are above school leaving age but under 18 years - £4.00 per hour.
- Apprentices under 19 years, or over 19 years if they are in the first year of their apprenticeship, will receive an increased NMW payment of £3.40 per hour. Please note, the SJIB has agreed contractual rates which apprentices should be paid.
- Employees aged 25 and over no change to National Living Wage payment of £7.20 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.

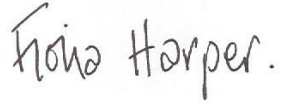
The current SJIB rates of pay can be viewed at [www.sjib.org.uk](http://www.sjib.org.uk)

If, however, you employ staff under other terms and conditions then, you will need to ensure that the hourly rates meet the new minimum rates as of 1 October 2016.



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) or [julie.thompson@select.org.uk](mailto:julie.thompson@select.org.uk) .


Yours faithfully,



Fiona Harper  
Secretary



Pat Rafferty  
For UNITE the Union



Alick Smith  
For SELECT