SJIB Circular 02/2020

28 February 2020

To all SELECT and SJIB 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 2020.

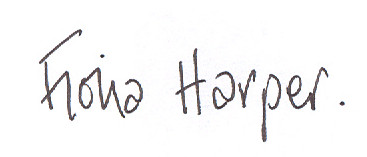
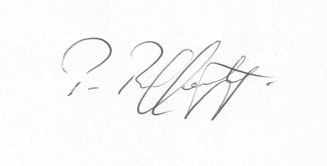
* Employees aged between 21 and 24 years - £8.20 per hour.
* Employees aged between 18 and 20 years - £6.45 per hour.
* Employees aged between 16 and 17 years - £4.55 per hour.
* Apprentices under 19 years, or over 19 years if they are in the first year of their apprenticeship, should receive a NMW payment of £4.15 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 £8.72 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 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