

CONSTRUCTION INDUSTRY JOINT COUNCIL (CIJC)

RESOLUTION AND PROMULGATION

WORKING RULE AGREEMENT

With effect from **Saturday 1st April 2023** the following basic pay rates will apply. The General Operative rate has been increased to reflect the change in the National Living Wage which comes into effect on the above date. Apprentice rates have been amended where necessary.

WR.1 ENTITLEMENT TO BASIC RATES OF PAY

Classification	Basic Pay (pence per hour)	Weekly Rates (based on 39 hours) £
General Operative	(1042)	406.38
Skill Rate 4	(1106)	431.34
3	(1170)	456.30
2	(1251)	487.89
1	(1298)	506.22
Craft Rate	(1364)	531.96

WR 1.4.2 Apprentice Rates

Stage of Training	Basic Pay (pence per hour)	Weekly Rates based on 39 hours. £
Year 1	(613)	239.07
Year 2	(732)	285.48
Year 3 without NVQ 2	(854)	333.06
Year 3 with NVQ 2	(1092)	425.88
Year 3 with NVQ 3	(1364)	531.96
On completion with NVQ 2	(1364)	531.96

IR.2023.1 Pay

APPRENTICES and the NATIONAL MINIMUM & LIVING WAGE

Employers should note that if an apprentice is in the second or final year of training and aged between 19-20 and 21-22 then the National Minimum Wage must apply. For apprentices aged 23 and over and in the second or final year of training the National Living Wage must apply. These are enforceable by HMRC.

With effect from 1st April 2023 the National Minimum Wage for apprentices aged 19 to 20 is £7.49 and for someone aged 21 to 22 is £10.18 per hour and the National Living Wage for someone aged 23 and over is £10.42 per hour.



J SWAIN
Operatives' Secretary



S SMITH
Employers' Secretary