CONSTRUCTION INDUSTRY JOINT COUNCIL (CIJC)

Employer's Amendment

WORKING RULE AGREEMENT

With effect from Tuesday 1st April 2025 the following basic minimum pay rates will apply.

These changes have been made to reflect the changes in the levels and qualification ages for the National Minimum Wage and the National Living Wage. The changes impact the rate for the General Operative and the Apprenticeship age related payments only. All other elements of the promulgation remain unchanged.

WR.1 ENTITLEMENT TO BASIC RATES OF PAY

Classification	Basic Pay (pence per hour)	Weekly Rates (based on 39 hours) £
General Operative	(1221)	476.19
Skill Rate 4	(1244)	485.16
3	(1316)	513.24
2	(1407)	548.73
1	(1460)	569.40
Craft Rate	(1534)	598.26

WR 1.4.2 Apprentice Rates

Stage of Training	Basic Pay (pence per hour)	Weekly Rates based on 39 hours. £
Year 1	(755)	294.45
Year 2	(823)	320.97
Year 3 without NVQ 2	(960)	374.40
Year 3 with NVQ 2	(1228)	478.92
Year 3 with NVQ 3	(1534)	598.26
On completion with NVQ 2	(1534)	598.26

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 and 20 then the National Minimum Wage must apply. For apprentices aged 21 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 2025 the National Minimum Wage for apprentices aged 19 to 20 is £10.00 per hour and the National Living Wage for someone aged 21 and over is £12.21 per hour.