CONSTRUCTION INDUSTRY JOINT COUNCIL (CIJC)

RESOLUTION AND PROMULGATION

WORKING RULE AGREEMENT

With effect from Wednesday 1st April 2026 the following basic minimum pay rates will apply.

WR.1 ENTITLEMENT TO BASIC RATES OF PAY

Classification	Basic Pay (pence per hour)	Weekly Rates (based on 39 hours) £
General Operative	(1271)	495.69
Skill Rate 4	(1284)	500.76
3	(1358)	529.62
2	(1452)	566.28
1	(1507)	587.73
Craft Rate	(1583)	617.37

WR 1.4.2 Apprentice Rates

Stage of Training	Basic Pay (pence per hour)	Weekly Rates based on 39 hours. £
Year 1	(800)	312.00
Year 2	(849)	331.11
Year 3 without NVQ 2	(991)	386.49
Year 3 with NVQ 2	(1267)	494.13
Year 3 with NVQ 3	(1583)	617.37
On completion with NVQ 2	(1583)	617.37

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 2026 the National Minimum Wage for apprentices aged 19 to 20 is £10.85 per hour and the National Living Wage for someone aged 21 and over is £12.71 per hour.

SCHEDULE 1

Page 44 Amendment to YOUNG WORKERS

First box has been amended to read

"Operatives below 18 years of age are entitled to a payment that, as a minimum, meets the level established by the National Minimum Wage for 16- and 17-year-olds."

S SMITH
Employers' Secretary