

➤ HOW TO CALCULATE AN APPRENTICE WAGE RATE

Your apprentice is eligible for an increase in wages at different times in the year. This can be triggered by:

1. **Industry wage** (*currently takes place each July*)
2. **National Minimum/Living Wage** (NMW or NLW) (*currently takes place each April*)
3. **Anniversary of their apprenticeship** (*a year from the commencement* of their apprenticeship when entering 2nd, 3rd or 4th year*)
4. **Apprentice's birthday** (*becoming a year older may trigger the NMW or NLW rate*)

*the commencement date is as stated on the SNIJIB Training and Registration Agreement

➤ APPRENTICE WAGE READY RECKONER

You can use this **current online** ready reckoner below when your apprentice triggers any of the 4 above. Your apprentice must receive the higher of either the NMW/NLW or the SNIJIB wage rate applicable for their year of apprenticeship.

PLUMBING APPRENTICE WAGE				
Incorporating the national minimum/ living wage <u>and</u> the SNIJIB rates**				
Age	1 st Year	2 nd Year	3 rd Year	4 th Year
16	£4.30	n/a	n/a	n/a
17	£4.30	£5.61	n/a	n/a
18	£4.30	£5.61	£6.79	n/a
19	£4.30	£6.56	£6.79	£8.76
20	£4.30	£6.56	£6.79	£8.76
21	£4.30	£8.36	£8.36	£8.76
22	£4.30	£8.36	£8.36	£8.76
23+	£4.30	£8.91	£8.91	£8.91

** Effective from 1 April 2021 in light of the National Minimum Wage increase.

➤ **Explaining the minimum wages for Apprentice plumbers**

The apprentice must receive the NMW / NLW or the SNIJIB wage rate applicable for their year of apprenticeship (**the higher of the two must be paid**- see ready reckoner above).

✓ **1st Step: Consider whether an apprentice is in their 1st Year or is 18 years or younger**

Apprentices who are in their first 12 months of their apprenticeship: £4.30

If the SNIJIB wage rate is higher it should be paid.

✓ **2nd Step: If not in 1st year, match the apprentice's age to the NMW / NLW rates**

The Apprentice NMW rate for apprentices who are 18 years and under: £4.30

If the SNIJIB wage rate is higher it should be paid.

The NMW rate for **apprentice** workers applies for those aged 19-20 years: £6.56

If the SNIJIB wage rate is higher it should be paid.

The NMW rate for apprentice workers applies for those aged 21-22 years: £8.36

If the SNIJIB wage rate is higher it should be paid.

The NLW rate for apprentice workers applies for those aged 23 years and over: £8.91

If the SNIJIB wage rate is higher it should be paid.

Be aware of your employer obligations:

- Failing to pay the NMW / NLW will result in HMRC issuing a notice of underpayment which encompasses:
 - A penalty to the Secretary of State set at **200%** of the total underpayment. Serious cases will be triable in the Sheriff Court.
 - Wage arrears. The calculation of arrears is carried out using current NMW / NLW rates. Where an employee worked in both age bands during their employment the calculation of arrears is calculated using the current rate for the bands the employee served.
- Employers who fail to produce records to a worker on request may be subject to a complaint sent from the worker to an Employment Tribunal which can impose a penalty for failure to produce the required records;
- Where a Tribunal or Civil Court is making a decision on a NMW / NLW case the burden will always be on the employer to prove that the NMW / NLW has been paid.
- It is a criminal offence to refuse to pay the NMW / NLW, obstruct compliance officers or not keep proper records.
- It is against the law to dismiss a worker because of NMW / NLW. To do so would incur a claim of unfair dismissal.