

➤ **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 2<sup>nd</sup>, 3<sup>rd</sup> or 4<sup>th</sup> 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.

<b>PLUMBING APPRENTICE WAGE</b>				
<b>Incorporating the national minimum/ living wage <u>and</u> the SNIJIB rates**</b>				
<b>Age</b>	<b>1<sup>st</sup> Year</b>	<b>2<sup>nd</sup> Year</b>	<b>3<sup>rd</sup> Year</b>	<b>4<sup>th</sup> Year</b>
16	£6.40	n/a	n/a	n/a
17	£6.40	£6.84	n/a	n/a
18	£6.40	£8.60**	£8.60**	n/a
19	£6.40	£8.60**	£8.60**	£10.39
20	£6.40	£8.60**	£8.60**	£10.39
21	£6.40	£11.44**	£11.44**	£11.44**

\*\* Effective from 19 August 2024 taking account 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 1<sup>st</sup> Year **or** is 17 years or younger

Apprentices who are in their first 12 months of their apprenticeship: £6.40

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

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

The Apprentice NMW rate for apprentices who are 17 years and under: £6.40

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

The NMW rate for **apprentice** workers applies for those aged 18-20 years: £8.60

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

The NMW rate for apprentice workers applies for those aged 21 and over: £11.44

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.