



# Apprentice Rates – From 1<sup>st</sup> April 2025

Age	1st Year	2nd Year	3rd Year	4th Year
16-18	£7.55	£8.86	£12.90	£14.53
19	£7.55	£10.00	£12.90	£14.53
20+	£10.17	£13.71	£14.91	£15.31

**Note: All apprentice overtime is to be paid at the percentage of the rate as identified. Apprentice rates are calculated on a percentage of the HandV hourly rate.**

**\* In January 2022, the TICI NJC reached an agreement to remove the Adult Apprenticeship and its rates of pay.**

For all apprentices registered from February 2022 onwards, only the rates of pay listed above will apply.

For any apprentices aged 24 and over who were registered on the 24+ rates prior to 25 January 2022, then the rates of pay for 24+ should continue to be applied for the duration of their apprenticeship and in line with the individual's contract of employment.

Age	2nd Year	3rd Year	4th Year
24+	n/a	n/a	£15.25

All rates provided are subject to rules surrounding National Minimum Wage.