

# Apprentice Rates - 1st Jan to 31st Mar 2025

\*\*Please refer to the following page for updated pay rates applicable after this period, in accordance with National Minimum Wage increases.

Age	1st Year	2nd Year	3rd Year	4th Year
16-19	£6.64	£8.86	£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 two 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	£14.94	£15.25

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