

TICA – APPENDIX ‘1a’ (REVISION 52) ENGINEERING RATES FROM 1st Jan to 31st Dec 2025

Engineering Rates 2025	TIE	ASBESTOS REMOVAL	LABOURER
% of TIE rate		92.50%	85%
Section 1 WAGES	£18.31	£16.95	£15.57
Section 6 TRAVELLING ALLOWANCES	See chart		
Section 7 Lodging Allowances	£49.33/day		
Section 10 OVERTIME Base- Rate for all worked hours	£18.31	£16.95	£15.57
Tool Allowance	£4.59		

TICA – APPENDIX ‘1a’ (REVISION 52) H & V RATES FROM 1st Jan to 31st Dec 2025

H & V Rates 2025	TIE	ASBESTOS REMOVAL	LABOURER
% of TIE rate		92.50%	85%
Section 1 WAGES	£17.12	£15.83	£14.55
Section 6 TRAVELLING ALLOWANCES	See chart		
Section 7 Lodging Allowances	£49.33/day		
Section 10 OVERTIME Base- Rate for all worked hours	£17.12	£15.83	£14.55
Tool Allowance	£4.59		



Apprentice Rates – From 1st April 2025

Age at start of apprenticeship	1st Year	2nd Year	3rd Year	4th Year
16-19	£7.55	£8.86 (if aged 16 to 18) £10.00 (if aged 19 to 20) £12.21 (if aged 21+)	£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 HVAC 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	£15.31

Apprentice rates of pay should be viewed in conjunction with the current National Minimum Wage and National Living Wage rates.

HVAC - All allowances per day worked as from 1st Jan 2025		Tie	Asbestos Remover	Labourer	1st Year Apprentice	2nd Year Apprentice	3rd Year Apprentice	London Daily Allowances
0 - 5 miles	Taxable	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	
	Tax Free	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£ 7.55
	Total	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	
5-10 miles	Taxable	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	
	Tax Free	£3.79	£3.79	£3.79	£3.79	£3.79	£3.79	£ 7.55
	Total	£3.79	£3.79	£3.79	£3.79	£3.79	£3.79	
10-15 miles	Taxable	£1.81	£1.68	£1.51	£1.12	£1.12	£1.51	
	Tax Free	£5.89	£5.89	£5.89	£5.89	£5.89	£5.89	£ 7.55
	Total	£7.71	£7.57	£7.40	£7.02	£7.02	£7.40	
15-20 miles	Taxable	£3.51	£3.21	£2.97	£2.23	£2.23	£2.97	
	Tax Free	£7.96	£7.96	£7.96	£7.96	£7.96	£7.96	£ 7.55
	Total	£11.47	£11.17	£10.93	£10.19	£10.19	£10.93	
20-25 miles	Taxable	£5.18	£4.78	£4.40	£3.21	£3.21	£4.40	
	Tax Free	£11.42	£11.42	£11.42	£11.42	£11.42	£11.42	£ 7.55
	Total	£16.60	£16.20	£15.82	£14.63	£14.63	£15.82	
25-30 miles	Taxable	£6.81	£6.28	£5.80	£4.25	£4.25	£5.80	
	Tax Free	£17.52	£17.52	£17.52	£17.52	£17.52	£17.52	£ 7.55
	Total	£24.33	£23.80	£23.32	£21.77	£21.77	£23.32	
Over 30 miles	Taxable	£8.57	£7.93	£7.31	£5.36	£5.36	£7.31	
	Tax Free	£21.23	£21.23	£21.23	£21.23	£21.23	£21.23	£ 7.55
	Total	£29.81	£29.17	£28.54	£26.60	£26.60	£28.54	

Tolls' to be reimbursed at cost and not per person

ENG - All allowances per day worked as from 1st Jan 2025		Tie	Asbestos Remover	Labourer	1st Year Apprentice	2nd Year Apprentice	3rd Year Apprentice	London Daily Allowances
0 - 5 miles	Taxable	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	
	Tax Free	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	£7.55
	Total	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	
5-10 miles	Taxable	£0.00	£0.00	£0.00	£0.00	£0.00	£0.00	
	Tax Free	£3.79	£3.79	£3.79	£3.79	£3.79	£3.79	£7.55
	Total	£3.79	£3.79	£3.79	£3.79	£3.79	£3.79	
10-15 miles	Taxable	£1.87	£1.74	£1.56	£1.18	£1.18	£1.56	
	Tax Free	£5.89	£5.89	£5.89	£5.89	£5.89	£5.89	£7.55
	Total	£7.77	£7.63	£7.45	£7.08	£7.08	£7.45	
15-20 miles	Taxable	£3.61	£3.32	£3.07	£2.31	£2.31	£3.07	
	Tax Free	£7.96	£7.96	£7.96	£7.96	£7.96	£7.96	£7.55
	Total	£11.57	£11.28	£11.02	£10.26	£10.26	£11.02	
20-25 miles	Taxable	£5.35	£4.94	£4.54	£3.32	£3.32	£4.54	
	Tax Free	£11.42	£11.42	£11.42	£11.42	£11.42	£11.42	£7.55
	Total	£16.77	£16.36	£15.96	£14.74	£14.74	£15.96	
25-30 miles	Taxable	£7.03	£6.49	£5.97	£4.40	£4.40	£5.97	
	Tax Free	£17.52	£17.52	£17.52	£17.52	£17.52	£17.52	£7.55
	Total	£24.55	£24.01	£23.49	£21.92	£21.92	£23.49	
Over 30 miles	Taxable	£8.85	£8.19	£7.54	£5.53	£5.53	£7.54	
	Tax Free	£21.23	£21.23	£21.23	£21.23	£21.23	£21.23	£7.55
	Total	£30.09	£29.42	£28.77	£26.76	£26.76	£28.77	

Tolls' to be reimbursed at cost and not per person

WELFARE BENEFITS 1st Jan 2025

Provisions in relation to the payments of the welfare Benefits are contained in the Thermal Insulation Contracting Industry Welfare Benefits Scheme Supplement to the National Agreement.

	From 1st January to 31st December 2025 Up to and including 64 yrs of age	From 1st January to 31st December 2025 65yrs to 74 yrs of age
DEATH BENEFIT From accidental or natural causes	£40,000	£40,000
WEEKLY SICK PAY Payable from the 5th day of the incapacity from work for a maximum period for any one claim of 52 weeks.	£135.00/week (week 1 to week 52)	£135.00/week (week 1 to week 52)
PERMANENT TOTAL DISABILITY BENEFIT As a result of permanent and total disablement from any form of gainful occupation.	£10,000	£10,000 Payable only if disablement is as result of an accident at work or while travelling to and from work.
ACCIDENTAL DISMEMBERMENT Following loss of:		
Sight in one eye	£5,000	£5,000
Sight in both eyes	£10,000	£10,000
A limb, eg. hand ,foot, arm or leg	£5,000	£5,000
Multiple loss, eg. one arm and one leg or two legs, etc.	£10,000	£10,000
Big toe	£350	£350
Any other toe	£100	£100
Thumb or 4 fingers	£2,000	£2,000
Index finger	£1,000	£1,000
Any other finger	£200	£200